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**Pending Approval by
THE STATE EXECUTIVE BOARD**

**MINUTES
ASEA/AFSCME LOCAL 52
Special Pre-Convention Meeting
Held
January 26-27, 2006
(Juneau AK)**

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**STATE EXECUTIVE BOARD MEETING
DECEMBER 9-10, 2005
ASEA/AFSCME LOCAL 52 HEADQUARTERS
The Cedar Room, Goldbelt Hotel, Juneau AK**

DAY 1

CALL TO ORDER AND ROLL CALL (8:35 am)

The special pre-convention business session of the State Executive Board convened in The Cedar Room, at the Goldbelt Hotel, Juneau AK and was called to order at 8:35 a.m. by President Gordon Glaser. Treasurer Karen Zubillaga, acting in the absence of Secretary Michael Williams, called the roll and noted for the record the following board members and staff to be present. The presence of a quorum was declared.

Present were:

Chris Pace, Professional Representative
Gordon Glaser, President
Karen Zubillaga, Treasurer
N. Sue Layton, Administrative Support Representative
Sheila Fowlkes, Technical Representative
Stephen Wright, Southeast (Juneau) Representative (delayed due to SOA meeting with his Director, arriving at 8:50 a.m.)
Wade Wahrenbrock, Rural Representative
Wyatt Wheeler, Central Area (Anchorage) Representative
Jim Duncan, Business Manager (with voice; no vote)

Absences:

Barbara Brandt, Northern Region (Fairbanks-North Star Borough) Representative – excused;
Gloria Eggleton, Class I Representative – excused; and,
Michael Williams, Secretary – excused.

Also present: Administrative Assistant Roberta Holmes-Carter.

RECEIVE INTO RECORD ANY POLLS

The following polls were received into the record, without objection, as noted:
1/6/2006 Poll - Approved the President's recommendation to make the following appointments: Janet Cook, Chair, Tellers Committee; Jerry Farrington, Chair, Credentials Committee; and, Toya Winton, Chair, Sergeant-at-Arms Committee.
1/18/2006 Poll – Failed to approve to change the date of the State Executive Board meeting. (Note: Breakdown of individual votes to be obtained from the Secretary and so reflected in the record.)

ADOPT AGENDA

Main Motion 06-061 (Adopt Agenda)

Moved by Wyatt Wheeler, seconded by Wade Wahrenbrock

**ASEA/AFSCME Local 52 State Executive Board
Special Pre-Convention Meeting
January 26-27, 2006 (Juneau AK)**

1 To adopt the agenda as presented.

2

3 Amendment 06-061A

4 Moved by Sue Layton, seconded by Sheila Fowlkes

5 To reorder the agenda to address convention matters prior to the Business Manager Report.

6

7 (Chair imposes 3-minute time limit)

8

9 Amendment 06-061A passed, without objection.

10

11 Amendment 06-061B

12 Moved by Chris Pace, seconded by Wade Wahrenbrock

13 • Following the adoption of the minutes, to address in the following order:

14 ○ Business Manager's Report, "ASEA Convention 2006"

15 ○ President's Report, "Convention Committee Appointments"

16 ○ New Business, "ASEA 11th Biennial Convention – Proposed Resolutions, and
17 Proposed Constitutional Amendments"

18 ○ Business Manager's Report "Budget Review/Update – Proposed FY07 Budget"

19 Amendment 06-061B, failed 6:0, due to the absence of a quorum reflected in the following Roll

20 Call Vote: Karen Zubillaga, yes; Sheila Fowlkes, yes; Stephen Wright, yes; Sue Layton, yes;

21 Wade Wahrenbrock, yes; Chris Pace, yes; Wyatt Wheeler out of the room, and Gordon Glaser

22 choosing not to vote.

23

24 (Note of Record: The Chair recognized circumstances are sufficient to call for the motion again, asking
25 the Board to have patience because of the minimal attendance present to make a quorum.)

26

27 Amendment 06-061C

28 Moved by Chris Pace, seconded by Wade Wahrenbrock

29 • Following the adoption of the minutes, to address in the following order:

30 ○ Business Manager's Report, "ASEA Convention 2006"

31 ○ President's Report, "Convention Committee Appointments"

32 ○ New Business, "ASEA 11th Biennial Convention – Proposed Resolutions, and
33 Proposed Constitutional Amendments"

34 ○ Business Manager's Report "Budget Review/Update – Proposed FY07 Budget"

35 Amendment 06-061C passed 6:1, with the following Roll Call Vote: Chris Pace, yes; Karen

36 Zubillaga, yes; Sheila Fowlkes, yes; Stephen Wright, yes; Sue Layton, yes; Wade Wahrenbrock,

37 yes; Wyatt Wheeler, no; Gordon Glaser, abstain.

38

39 Amendment 06-061D

40 Moved by Chris Pace, seconded by Stephen Wright

41 To add the Lobbyist Report after the Business Manager's Report.

42 Amendment 06-061C passed, without objection.

43

44 Amendment 06-061E

45 Moved by Wade Wahrenbrock, seconded by Wyatt Wheeler

46 To add under "Unfinished Business," a discussion of Chapter Jurisdiction.

1 Amendment 06-061E passed, without objection.

2
3 Amendment 06-061F

4 Moved by Stephen Wright, seconded by Wyatt Wheeler

5 To include a report from the Communication Committee Chair under “Unfinished Business –
6 Chapter Jurisdiction”

7 Amendment 06-061F passed, without objection.

8
9 Motion 06-061 as amended passed, without objection.

10
11 **APPROVE MINUTES (12/9&10/06, Quarterly Business Session – Anchorage)**

12 Main Motion 06-062 [Approve Minutes of 12/9&10/06 (Anchorage)]

13 Moved by Wyatt Wheeler, seconded by Sue Layton

14 To approve the minutes of December 9-10, 2006 (Anchorage) as presented.

15 Motion 06-062 passed by voice vote.

16
17 **REPORTS – Business Manager’s Report**

18 2006 ASEA Convention

19 The Business Manager reported that planning of the 2006 ASEA Convention is moving forward very
20 well, confirming the receipt of Secretary-Treasurer William Lucy’s letter of acceptance to speak; the
21 attendance of Jean Nolan, Assistant to the International President, on behalf of Gerald McEntee; and the
22 attendance of Larry Scanlon, Director, AFSCME Political Action Department.

23 There was discussion on the status of the Hilton Anchorage Hotel as a union hotel.

24 The announcements of Chapter Officers Training through the day on March 15th, and
25 Parliamentarian Training with the Convention Committee Chairs in the early evening on the 15th, both to
26 be held at the Hilton Anchorage Hotel. The Convention Committee Chairs will be so notified.

27 Logistically, everything is coming together

28
29 **REPORTS - President’s Report**

30 Convention Committee Appointments

31 As a preface to his recommendations, President Glaser affirmed he had looked at each delegate’s
32 application, he contacted the Chapter Chairs and took their feedback seriously. He further stated that he
33 has always been a believer in strong committee chairs and tried to appoint the people they needed.

34 “Obviously, not everybody got what they wanted, but I would say reasonably, with few exceptions, the
35 top three things that they asked for they got. I also tried to do a balance in there; obviously, it is a little
36 more difficult with some areas than others to have people from Juneau, Fairbanks, Anchorage, and the
37 Rural/Bush areas on each committee.”

38 It was noted that all Committee Chairs have been approved previously by the Board, and the
39 following recommendations were made.

40
41 Credentials Committee (Chair, Jerry Farrington)

1 Main Motion 06-063 (Appointments to Credentials Committee)

2 Recommendation of the President: To make the following appointments to the Convention Credentials
3 Committee: Don Faulkenburry, Bobby Winn, Sharon Wessels, Toni Bocci, Sheila Fowlkes, Arthur
4 Waugh, and Leimomi Matunding.

5 Moved by Wyatt Wheeler, seconded by Karen Zubillaga to accept the recommendation of the President.
6

7 There was debate on the question and on the status of credentials for the delegates of the
8 Anchorage Chapter to which a protest had been filed on the process of their election. In clarification the
9 Business Manager pointed out that at that moment in time the Anchorage Chapter election had been held
10 and the successful candidates are delegates/alternates, that the Board should not prejudge the outcome of
11 the protest.

12 Karen Zubillaga declared Sue Layton to have a conflict of interest and asked her to recuse herself
13 from convention matters. Request was rejected by Sue.
14

15 (Note of Record: The Chair called for a 10-minute break at T1-2555, resuming the record at T1-2577.)
16

17 It is announced that the AFSCME Judicial Panel hearing on the Anchorage Chapter election
18 protest will be held February 1, 2006, at Anchorage Hilton Hotel in Anchorage, at 1:00 p.m.

19 Debate on the question continued.

20 Wade Wahrenbrock moved to close the debate. Debate is closed, without objection.
21

22 Motion 06-063 passed by voice vote.
23

24 Main Motion 06-064 (Appointment Restriction)

25 Moved by Sheila Fowlkes, seconded by Sue Layton

26 That there be no alternates or non-elected delegate members to be assigned to the convention committees
27 until such time they become delegates.
28

29 Challenge of the Chair on the Ruling Against 06-064

30 CHAIR RULED MOTION 06-064 OUT OF ORDER, THAT THIS ISSUE SHOULD BE REFERRED
31 TO THE P&P SUBCOMMITTEE OF THE STATE EXECUTIVE BOARD.

32 Challenge of the Chair, by Sue Layton.

33 There was debate on the challenge of the Chair.

34 The ruling of the Chair is overturned 2:5 with the following Roll Call: Chris Pace, no; Karen Zubillaga,
35 yes; Sheila Fowlkes, no; Stephen Wright, no; Sue Layton, no; Wade Wahrenbrock, no; Wyatt Wheeler,
36 yes.
37

38 Main Motion 06-064 (Appointment Restriction – continued)

39 Debate continued on the question.
40

41 Amendment 06-064A (Election of Convention Committee Chairs)

42 Moved by Sue Layton, Seconded by Chris Pace

43 Convention Committee Chairs who are not elected delegates will inform their committees of their
44 non-delegate status and give the committee members the opportunity to elect their committee chair
45 from among the committee members.

1 Amendment 06-064A failed 3:3, with the following Roll Call Vote: Chris Pace, yes; Karen
 2 Zubillaga, no; Sheila Fowlkes, yes; Stephen Wright, abstain; Sue Layton, yes; Wade
 3 Wahrenbrock, abstain; Wyatt Wheeler, no; Gordon Glaser, no.

4
 5 Motion 06-064B (To Refer)

6 Moved by Wyatt Wheeler, second by Wade Wahrenbrock

7 To refer to the P&P Subcommittee of the State Executive Board, Convention Committee
 8 Appointments.

9 Debate on the question.

10 Motion passed by voice vote, with Sue Layton voting no.

11
 12 Tellers Committee (Chair, Janet Cook)

13
 14 Main Motion 06-065 (Appointments to the Tellers Committee)

15 Recommendation of the President: To make the following appointments to the Tellers Committee:
 16 Sandra Johnston, Mark Lutz, Adela Batin-Jackson, Janel Wright, Glenn Howard, and Clydie
 17 McCrummen.

18 Moved by Chris Pace, seconded by Wyatt Wheeler to accept the recommendation of the President.

19 Motion passed by voice vote.

20
 21 Rules Committee (Chair, Michael Williams)

22
 23 Main Motion 06-066 (Appointments to the Rules Committee)

24 Recommendation of the President: To make the following appointments to the Rules Committee: Phil
 25 Petrie, Mark Burgoyne, Larry Frank Dutton, William Dunne, and Dennis Gellhouse.

26 Moved by Karen Zubillaga, seconded by Wyatt Wheeler to accept the recommendation of the President.

27 Motion 06-066 passed by voice vote.

28
 29 Sergeant-at-Arms Committee (Chair, Toya Winton)

30
 31 Main Motion 06-067 (Appointments to the Sergeant-at-Arms Committee)

32 Recommendation of the President: To make the following appointments to the Sergeant-at-Arms
 33 Committee: Sallie Rogers, and Bruce Day.

34 It was noted that Andrea Andrews had transferred out of the GGU, and that the President may
 35 move Bruce Day to another committee.

36 Moved by Wyatt Wheeler, second by Karen Zubillaga to accept the recommendation of the President.

37 Motion 06-067 passed by voice vote.

38
 39 Budget and Audit Committee (Chair, Karen Zubillaga)

40
 41 Main Motion 06-068 (Appointments to the Budget and Audit Committee)

42 Recommendation of the President: To make the following appointments to the Budget and Audit
 43 Committee: Gary Kostenko, Judith Carr, Joyce Hughes, Heather Bishop, and Fred Brown.

44 Moved by Wyatt Wheeler, seconded by Stephen Wright to accept the recommendation of the President.

45 (T2-1420, 11:04 A.M.)

46 Motion 06-068 passed by voice vote.

1
2 Legislative Committee (Chair, Chris Pace)

3
4 Main Motion 06-069 (Appointments to the Legislative Committee)

5 Recommendation of the President: To make the following appointments to the Legislative Committee:
6 Allison Gottesman, Vicki Shipley, Kirsten Ballard, Frank Puschak, Ernest Thomas, and Sharron Laster.
7 Moved by Stephen Wright, seconded by Wyatt Wheeler to accept the recommendation of the President.
8 Motion 06-069 passed by voice vote.

9
10 (Note of Record: The Board recessed for lunch at 11:07 a.m., resuming the record at 12:00 noon)

11
12 **MEMBER COMMENTS (time certain, 12:00 noon to 1:00 p.m.)**

13 A telephonic connection was established at 12:00 noon for all incoming calls from members wishing to
14 address the Board, with business continuing until such time a call is joined.

15
16 **REPORTS – President’s Report (Continued)**

17 Convention Committee Appointments (Continued)

18 Rural Committee (Chair, Wade Wahrenbrock)

19
20 Main Motion 06-070 (Appointments to the Rural Committee)

21 Recommendation of the President: To make the following appointments to the Rural Committee: Jodi
22 Delgado-Plikat, Steve Oswald, Katherine Sullivan, Holly Mooney, and Kenneth Berlin.

23 It was noted that Hayden Bartholomew was withdrawn at this time, to be placed at a later time.
24 Moved by Wyatt Wheeler, seconded by Karen Zubillaga to accept the recommendation of the President.
25 Motion 06-070 passed by voice vote.

26
27 (Note of record: Wade Wahrenbrock requested a meeting of the Rural delegates on the evening of
28 Thursday, March 16th, at the ASEA Biennial Convention site.)

29
30 Class I Committee (Chair, Gloria Eggleton)

31
32 Main Motion 06-071 (Appointments to the Class I Committee)

33 Recommendation of the President: To make the following appointments to the Class I Committee: Leola
34 Monteiro, Patricia Hurt, and Mary Hailstone.

35 Moved by Wyatt Wheeler, seconded by Wade Wahrenbrock to accept the recommendation of the
36 President.

37 Motion 06-071 passed by voice vote.

38
39 Women’s Committee (Chair, Nadine Lefebvre)

40
41 Main Motion 06-072 (Appointments to the Women’s Committee)

42 Recommendation of the President: To make the following appointments to the Women’s Committee:
43 Laura Ghormley, Teresa Anderson, Lin Davis, Christine Lee, Valerie Kenny, and Sharon White-Wheeler.

44 Moved by Wyatt Wheeler, seconded by Stephen Wright to accept the recommendation of the President.
45 Motion 06-072 passed by voice vote.

1
2 Communications/PR Committee (Chair, Stephen Wright)

3
4 Main Motion 06-073 (Appointments to the Communications/PR Committee)

5 Recommendation of the President: To make the following appointments to the Communications
6 Committee: Jake Gemmell, Michael Thibodeau, Scott Forgue, Lynne Bush, Shelly Boyer-Wood, and
7 Anna Kirsanova.

8 Moved by Wyatt Wheeler, seconded by Stephen Wright to accept the recommendation of the President:
9 Motion 06-073 passed by voice vote.

10
11 Constitutional Amendments Committee (Chair, Barbara Brandt)

12
13 Main Motion 06-074 (Appointments to the Constitutional Amendments Committee)

14 Recommendation of the President: To make the following appointments to the Constitutional
15 Amendments Committee: David Hawes, Heidi Morrison, Rob Miller, Tim Beck, Rosemary Foster,
16 Janice Marksberry, and Roberta Jassal.

17 Moved by Wyatt Wheeler, seconded by Karen Zubillaga to accept the recommendation of the President.
18 Motion 06-074 passed by voice vote.

19
20 Resolutions Committee (Chair, Wyatt Wheeler)

21
22 Main Motion 06-075 (Appointments to the Resolutions Committee)

23 Recommendation of the President: To make the following appointments to the Resolutions Committee:
24 Carl Schraeder, Pat Moss, Penelope Goforth, Robert Weimer, Bruce Swaim, Jenne Danzl, Mary
25 Lehman, Billie Benedict, and Karen Leis.

26 Moved by Wyatt Wheeler, seconded by Stephen Wright to accept the recommendation of the President.
27 There was debate on the question.

28
29 Withdrawal of Appointment

30 In consideration of concerns stated by the Board, the President withdrew the name of Eileen
31 Olson, retaining the right to place her in another committee.

32 The maker and the second to the motion does not object.

33
34 Motion 06-075 passed as amended, by voice vote.

35
36 Main Motion 06-076 (To Suspend the Orders of the Day)

37 Moved by Karen Zubillaga, seconded by Chris Pace

38 To suspend the orders of the day to hear the Business Manager's presentation of the recommended FY07
39 Budget.

40 Motion 06-076 passed, by voice vote.

41
42 (Note of Record: The Board continued to be on-line for telephonic receipt of members' comments, with
43 no call having been received as of 12:45 p.m.)

1 **REPORTS – Business Manager’s Report (Continued)**

2 Budget Review/Update

3 Proposed FY07 Budget

4 Jim presents the proposed FY07 Budget for the Board’s consideration and recommendation to the ASEA
 5 Biennial Convention Budget & Audit Committee, reviewing with the Board the accounting Notes to
 6 Categories: “The FY 2007 Budget includes a change of format from previous years prior to FY 2006
 7 when the current format was adopted by the Executive Board. More detail was given where it was felt it
 8 was needed to show the expenses in a more direct manner. The “**Member Advancement Program**”
 9 (MAP) section of the Budget was created at the board meeting in Fairbanks (9/3-4/05), and aligns those
 10 expense categories that previously might have been reported elsewhere to a single area, showing what part
 11 of the budget specifically relates to Member Advancement. It is complete; it is all there.”

12
 13 **Revenues proposed FY2007**

14
 15 Dues

16 Membership Dues: A conservative \$3,259.639, an increase of \$47,894.

17 Agency Fee: \$11,426, an increase of \$11,185.

18 Membership Dues designated to MAP: \$131,250

19 City of Sitka Employees Per Capita: \$21,000 (estimated per capita payment to ASEA for our general
 20 operating expenses, if we are successful in organizing the City of Sitka government employees.)

21
 22 Gross Dues Revenue: \$3,603.315, an increase of \$80,079.

23
 24 Less: Dues Obligations

25 AFSCME Per Capita

26 Dues Refunds

27 Member Authorized PAC contributions from MAP

28 Religious Objectors

29 Hudson Rebates

30 Chapter Support

31 CLC Per Capita (Comes of Chapter Support)

32
 33 Total Dues Obligations: \$922,877

34
 35 Net Dues Revenue: \$2,680,437, an increase of \$94,217

36
 37 Other Revenue

38 ASEA Bargaining and Strike Administrative Account (BSRA) Deposit: \$200,000

39
 40 In the FY2006 Budget we show a \$19,000 Revenue Line from the BSRA. When
 41 the Union discovered that there were going to be printing costs for the contracts
 42 from the 2004 Negotiations, the Board then approved a motion authorizing the transfer
 43 of \$ 50,000, if needed, to cover the printing costs of the contracts. However, the
 44 \$50,000 was to bridge the fiscal years 2005 and 2006 so that contracts could be printed
 45 as needed and that storage would not be a concern: \$31,000 for FY2005, and
 46 \$19,000 for FY2006, totaling \$50,000. This was approved and adopted by the Executive
 47 Board on 5/20-21/05 (Ketchikan).

48 The actual amount approved for contract negotiations in the FY2004 was
 49 \$150,000. None of this money was ever used because the Union frugally controlled
 50 expenses due to lower staffing requirements and Dues Revenues coming in higher

1 than expected. Cash Reserves were sufficient to cover negotiating expenses for FY2004,
 2 a total of \$198,127, and no transfers were ever made from the BSRA in FY2004 to cover
 3 for those expenses.

4 The budgeted of \$200,000 for FY2007 will be used solely for the purpose of
 5 negotiating any successor agreement. Jim Duncan noted that he as Business Manager
 6 protects the BSRA as diligently as the Board does; however, although it is the Business
 7 Manager's goal not to use any of those funds, it is necessary to be certain that the
 8 Contract Negotiating Team has the resources necessary to conduct bargaining sessions
 9 that will produce the best contract possible. The Union will be going back to the table
 10 probably in December 2006, so the expenses of negotiations will occur all within this fiscal
 11 year assuming the Union is successful in getting a new contract timely, as the Union
 12 hopes it will be. He stressed that because budgets become public documents the
 13 importance that the membership know , and that State Management know, that the
 14 Union is willing to put its resources behind negotiating a good contract.

15
 16 Interest Income

17 Other Revenue – Miscellaneous

18 Business Leaver Bank Reimbursement

19
 20 Total Other Revenue: \$201,500

21
 22 **TOTAL REVENUES:** \$2,881,937, an increase of \$275,217 over FY06

23
 24 (Instruction from the Board:

- 25 • The Business Manager to provide a recap of expenditures for the last negotiations to Technical
 26 Representative Sheila Fowlkes
- 27 • The Business Manager to furnish BSRA historical information, as requested by Professional
 28 Representative Chris Pace, to the Board)

29
 30 (Note of Record: The telephonic connection to receive members' comments is terminated at 1:03 p.m.)

31
 32 **Expenses proposed FY2007**

33
 34 Presentation for the Expenses, the Business Manager noted that the staff CBA expires 6/30/06 and that ASEA will
 35 be entering into negotiations with Local 341 for the successor contract.

36
 37 Payroll Related Expenses

38 Administrative Salaries (Business Manager and one-half of Asst Business Manager/Lobbyist wages and
 39 contract related payroll expenses)

40 Business Agents/Contract Implementation & Administration (all BAs, excluding Organizing Staff)

41 Support Staff/Contract Implementation & Administration (All other staff, excluding Organizing Staff)

42 Overtime

43 Leave Cash In

44 Casual Labor – Temps

45
 46 Total Salaries and Wages: \$1,248,584

47
 48 Taxes & Benefits

49 Personal Leave

50 Taxes

51 Health Insurance

52 Life Insurance

53 Legal Benefit

1 Pension Expense
 2 Staff Training (Local 341)
 3 Staff Travel/Relocation Expense/Hiring Expense
 4 Other Staff Training
 5 Workers Comp Insurance

6
 7 Total Taxes and Benefits: \$586,873

8
 9 Total Payroll Expense: \$1,835,457; an increase of \$137,852 over FY06

10
 11 Operating Expenses

12 Business Leave Bank
 13 Bank & Finance Charges
 14 Rent (One lease will expire in FY 2007; subject to unknown factors)
 15 Telephone (Includes all Long Distance, Cell Phones, Local Access Fees, and Internet Access)
 16 Repair and Maintenance
 17 Office Supplies and Equipment
 18 Office Furniture/Equipment – Non Capital/Office Equipment Rental
 19 Office Equipment Rental/Lease
 20 Postage and Delivery
 21 Depreciation
 22 Meetings (includes Staff Meetings, other Business Manager approved meetings that do not have a separate
 23 category, and all travel costs associated, based somewhat on historical use)
 24 Advertising
 25 Legal
 26 Accounting/Audit
 27 Contractual Consultants
 28 Interest/Penalties
 29 Miscellaneous Expense
 30 Liability Insurance (Covers AFSCME Bond costs, General Business and Property coverage)

31
 32 Total Operating Expenses: \$406,332

33
 34 Governance Expense

35 ASEA Convention (This will not be an expense for FY2007)
 36 Executive Board Expense (Cost of all E-Board member travel to and from meetings, teleconferences, per
 37 diem, etc.)
 38 Executive Board Retreat (This will not be an expense for FY2007)
 39 Directors and Officers Insurance
 40 Business Manager (at Business Manager discretion for union-related business)
 41 Business Manager Conference and Travel
 42 Judicial Panel Expense
 43 AFL-CIO Convention
 44 AFSCME Convention – FY2007

45
 46 Total Governance Expense: \$98,500

47
 48 Committee Expense

49 Elections Committee
 50 Grievance Review Committee
 51 Probation/Parole Committee
 52 Class I Standing Committee
 53 Women's Committee

**ASEA/AFSCME Local 52 State Executive Board
 Special Pre-Convention Meeting
 January 26-27, 2006 (Juneau AK)**

1 Bush Community Committee
2 Presidents Group

3
4 Total Committee's Expense: \$29,000

5
6 Contract Administration

7 Rural Chapter/Grievance Investigation
8 Contract Negotiations Expense
9 Arbitration
10 Library
11 Labor-Management Committees (Generated by the CBA)

12
13 Total Contract Administration: \$285,000

14
15 **MEMBER ADVANCEMENT PROGRAM (MAP)**

16
17 Organizing

18 Organizing – Wages
19 Organizing – Taxes
20 Organizing – Benefits (Health/Pension/Leave)
21 Organizing – Travel Costs

22
23 Total Organizing: \$269,917

24
25 Member Services

26 Steward Training
27 Elections
28 C.O.P.E. Assessment (Per Capita to AK AFL-CIO based on number of ASEA Members)
29 Solidarity Update
30 Response to Legislative Initiatives
31 Member Services (related member services that fall outside of committee expense and training/education
32 costs)
33 Member Training Education
34 Public Relations (Advertising the good of the Union for State workers, etc. Other items expensed here
35 deemed by the Business Manager for the greater good of the union membership as a whole)
36 Contract Printing Costs
37 Lobbying (Lobbyist for luncheons, tables at conventions, etc.)
Lobbying Wages } One-half of Assistant Business Manager/ Lobbyist wages
Lobbying Taxes and Benefits } and contract related payroll expenses
38 Webmail Maintenance

39
40 Total Member Services: \$157,377

41
42 Total Member Advancement Program (MAP): \$427,295

43
44 **TOTAL EXPENSES: \$3,081,584, an increase of \$287,879 over FY06**

45
46 The overall budget reflects a deficit position of (\$199,646)

47
48 /end of presentation

49
**ASEA/AFSCME Local 52 State Executive Board
Special Pre-Convention Meeting
January 26-27, 2006 (Juneau AK)**

1 Main Motion 06-077 (Approval of Proposed Budget FY2007)

2 Moved by Karen Zubillaga, seconded by Wyatt Wheeler

3 To approved the proposed FY20007 Budget as presented by the Business Manager for presentation to the
4 ASEA Biennial Convention Budget & Audit Committee.

5 Motion 06-077 passed, without dissent.

6
7 (Note of Record: The Proposed Budget FY2007 will be presented to the ASEA Biennial Convention
8 Budget & Audit Committee for their review and presentation to the Assembly for adoption.)

9
10 **NEW BUSINESS – Proposed Resolutions**

11
12 Main Motion 06-078 (Proposed Resolution No.6.)

13 Moved by Sue Layton, seconded by Wyatt Wheeler

14 Recommendation of the State Executive Board: Do Pass, as submitted

15
16 *Submitted by Laureen Medlin (Nome Chapter)*

17
18 WHEREAS the cost of living in Alaska continues to rise, **now let it be resolved that the Nome**
19 **Chapter of the Alaska State Employees Association request the Executive Board to**
20 **continue to urge the Legislature to perform an updated geographical salary study for**
21 **Alaska state employees.**

22
23 Motion 06-078 passed with voice vote.

24
25 Main Motion 06-079 (Proposed Resolution No. 8)

26 Moved by Wyatt Wheeler, seconded by Wade Wahrenbrock

27 Recommendation of the State Executive Board: Do Pass, as submitted

28
29 Professional Representative Chris Pace voices no conflicts of interest as a trustee on the
30 ASEA/AFSCME Local 52 Health Benefits Trust.

31
32 *Submitted by L. Frank Dutton (Midnight Sun Chapter) (signatory), Frank Puschak, Kathy*
33 *Hunsicker, Adela Batin-Jackson, Pat Moss, N. Sue Layton, Sheila Fowlkes, Chris Lyou, Leimomi*
34 *Matunding, Bob Powers, A.C. Waugh, Jerry Farrington, Janet Cook, Clydie McCrummen, Jacob*
35 *Gemmell, Mark Burgoyne, Marylene Silva*

36
37 TO ACKNOWLEDGE THE PREVENTIVE CARE BENEFITS
38 CURRENTLY PROVIDED UNDER THE ASEA/AFSCME LOCAL 52
39 HEALTH BENEFITS TRUST PLAN AND TO ENCOURAGE
40 PARTICIPANT WELLNESS

41
42 WHEREAS, the delegates to the 2004 ASEA Local 52 Convention passed Resolution 33 to include
43 coverage for well child assessments, including screening for developmental, medical, and
44 mental/emotional; and,

45
46 WHEREAS, the delegates to the 2004 ASEA Local 52 Convention passed Resolution 34 to cover
47 health care screening and maintenance including but not limited to PAP tests, mammograms,
48 colonoscopies, and physician referrals and follow-up tests; and,

1 WHEREAS, the health plan currently provides for preventive immunizations; and,

2
3 WHEREAS, the health plan currently provides for coverage of treatment of medical and
4 mental/nervous conditions; and,

5
6 WHEREAS, the health plan currently covers one PAP smear per year for all women age 18 and
7 older, as well as charges for a limited office visit to collect the PAP smear; and,

8
9 WHEREAS, the health plan currently covers prostate specific antigen (PSA) tests for men,
10 annually for men 50 and older, and for those men between the ages of 40 and 50 who have a
11 personal or family history of prostate cancer; and,

12
13 WHEREAS, the health plan currently covers mammograms, including one baseline mammogram
14 between the ages of 35 and 39, one mammogram every 2 years between age 40 and 50, an
15 annual mammogram at age 50 and above, and an annual mammogram for participants with a
16 personal or family history of breast cancer; and,

17
18 WHEREAS, the health plan currently covers screening colonoscopies for participants with a family
19 history of colorectal cancer or colon polyps, under certain conditions; and,

20
21 WHEREAS, the health plan currently covers diabetes education under certain conditions, when
22 the education is provided by a Certified Diabetes Educator; and,

23
24 WHEREAS, the health plan currently covers diagnostic testing when medically necessary; and,

25
26 WHEREAS, the health plan currently covers follow-up care for medically necessary treatment of a
27 medical condition; and,

28
29 WHEREAS, the Health Trust discussed adding well child preventive care visits and additional
30 wellness and/or preventive care; and,

31
32 WHEREAS, in January 2005, the Health Trust surveyed members through a telephone poll using
33 a professional polling firm and utilizing a statistically significant sample size, and 52% of those
34 polled were opposed to adding well baby care and 57% of those polled were opposed to adding
35 annual preventive care exams; and,

36
37 WHEREAS, the Health Trust began publishing wellness information in the quarterly Health Trust
38 newsletter; and,

39
40 WHEREAS, the Health Trust continues to consider ways to cost-effectively support participant
41 wellness, preventive care, and disease management;

42
43 **THEREFORE, BE IT RESOLVED: The union hereby acknowledges and expresses**
44 **appreciation that the Health Trust plan currently covers many preventive care**
45 **services; and,**

46
47 **BE IT FURTHER RESOLVED: The union shall encourage the Health Trust to consider**
48 **ways to cost-effectively support participant wellness; and,**

49
50 **BE IT FURTHER RESOLVED: The union shall encourage members to participate in**
51 **health promotion programs offered by the Trust.**

1 Motion 06-079 passed by voice vote, with Karen Zubillaga abstaining.

2
3 Main Motion 06-080 (Proposed Resolution No. 9)

4 Moved by Stephen Wright, seconded by Wyatt Wheeler

5 Recommendation of the State Executive Board: Do Pass, as submitted

6
7 Professional Representative Chris Pace voices no conflicts of interest as a trustee on the
8 ASEA/AFSCME Local 52 Health Benefits Trust.

9
10 *Submitted by L. Frank Dutton (Midnight Sun Chapter) (signatory), Frank Puschak, Kathy*
11 *Hunsicker, Adela Jackson, Pat Moss, N. Sue Layton, Sheila Fowlkes, Chris Lyou, Leimomi*
12 *Matunding, Jerry Farrington, Janet Cook, Clydie McCrummen, Jacob Gemmell, Mark Burgoyne,*
13 *Marylène Silva*

14
15 TO ACKNOWLEDGE THE ACTION OF THE
16 ASEA/AFSCME LOCAL 52 HEALTH BENEFITS TRUST
17 IN EXPANDING THE TRAVEL BENEFIT AND
18 TO ENCOURAGE CONTINUATION OF THE PILOT PROJECT

19
20 WHEREAS, the delegates to the 2004 ASEA Local 52 Convention passed Resolution 27 to
21 encourage the ASEA/AFSCME Local 52 Health Benefits Trust to evaluate and consider funding a
22 pilot project, not to exceed \$1 million to provide coverage for diagnostic travel; and,

23
24 WHEREAS, the Health trust has evaluated a limited scope travel benefit for diagnostic testing;
25 and,

26
27 WHEREAS, in January 2005, the Health Trust surveyed members through a telephone poll using
28 a professional polling firm and utilizing a statistically significant sample size, and 58% of those
29 polled were in favor of adding the benefit; and,

30
31 WHEREAS, the Health Trust's Board of Trustees voted to add a limited scope benefit, effective
32 July 1, 2005; and,

33
34 WHEREAS, addition of this benefit is a pilot project; and,

35
36 WHEREAS, the Trust will monitor the utilization of this benefit during an 18-month period;

37
38 **THEREFORE, BE IT RESOLVED: The union hereby acknowledges and expresses**
39 **appreciation for the Health Trust implementing the pilot project expanding the travel**
40 **benefit for diagnostic services; and,**

41
42 **BE IT FURTHER RESOLVED: The union shall encourage the Health Trust to continue**
43 **the travel benefit beyond the initial study period.**

44
45 Motion 06-080 passed by voice vote, with Karen Zubillaga abstaining.

46
47 Main Motion 06-081 (Proposed Resolution No. 10)

48 Moved by Stephen Wright, seconded by Wade Wahrenbrock

49 Recommendation of the State Executive Board: Do Pass, as submitted

1 *Submitted by L. Frank Dutton (Midnight Sun Chapter) (signatory), Frank Puschak, Kathy*
 2 *Hunsicker, Adela Batin-Jackson, Pat Moss, N. Sue Layton, Sheila Fowlkes, Chris Lyou, Leimomi*
 3 *Matunding, Bob Powers, A.C. Waugh, Jerry Farrington, Janet Cook, Clydie McCrummen, Jacob*
 4 *Gemmell, Mark Burgoyne, Marylene Silva*

5
 6 TO ACKNOWLEDGE THE EFFORTS OF THE HEALTH TRUST TO
 7 COMMUNICATE WITH COVERED PARTICIPANTS AND TO
 8 ENCOURAGE THE MEMBERSHIP TO UTILIZE TRUST COMMUNICATIONS
 9

10 WHEREAS, the Health Trust was asked to provide additional regular communication to
 11 participants; and,
 12

13 WHEREAS, the Health Trust considered participant suggestions; and,
 14

15 WHEREAS, the Health Trust began providing quarterly newsletters to participants in March 2003;
 16 and,
 17

18 WHEREAS, the Health Trust reworked the Trust website to make it more user-friendly; and,
 19

20 WHEREAS, the Health Trust provides written and web-based open enrollment materials; and,
 21

22 WHEREAS, the Health Trust holds open enrollment meetings in Anchorage, Juneau, Fairbanks,
 23 and other locations annually; and,
 24

25 WHEREAS, the Trust seeks participant input via telephone polls, using a professional polling firm
 26 and a statistically significant sample, and,
 27

28 WHEREAS, the Trust sends out e-mail notices and reminders periodically; and,
 29

30 WHEREAS, the Health Trust holds a quarterly participant comment period in which participants
 31 are connected with the Board of Trustees telephonically and have the opportunity to provide both
 32 positive and negative comments; and,
 33

34 WHEREAS, participants are encouraged to provide written comments to the Trust and any
 35 comments received are discussed at the next Board of Trustees meeting; and,
 36

37 WHEREAS, the Health Trust cannot implement all participant suggestions, and must take into
 38 account the needs of all Trust participants while balancing benefits and costs; and,
 39

40 WHEREAS, participant feedback has resulted in changes to the health plan, in some cases, when
 41 it is determined to be both beneficial to Trust participants and cost effective;
 42

43 **THEREFORE, BE IT RESOLVED: The union hereby acknowledges and expresses**
 44 **appreciation for the Health Trust's efforts to communicate with plan participants;**
 45 **and,**
 46

47 **BE IT FURTHER RESOLVED: The union shall encourage members to read the**
 48 **quarterly newsletters, open enrollment materials and other communications; and,**
 49

50 **BE IT FURTHER RESOLVED: The union shall encourage members to provide the Trust**
 51 **with current e-mail and telephone numbers; and,**
 52

1 **BE IT FURTHER RESOLVED: The union shall encourage members to share both**
 2 **positive and negative comments to the Trust in a constructive manner, via written**
 3 **communication or through the participant comment period; and,**
 4

5 **BE IT FURTHER RESOLVED: The union shall encourage the Health Trust to continue**
 6 **considering participant feedback as it shapes the health plan in a cost-effective**
 7 **manner in the future.**
 8

9 Motion 06-081 passed by voice vote, with Karen Zubillaga abstaining.
 10

11 Main Motion 06-082 (Proposed Resolution No. 11)

12 Moved by Stephen Wright, seconded by Wyatt Wheeler

13 Recommendation of the State Executive Board: Do Pass, as submitted
 14

15 *Submitted by Billie Benedict (Bristol Bay Chapter)*
 16

17 A RESOLUTION CALLING FOR A COST OF LIVING STUDY
 18 IN RURAL COMMUNITIES
 19

20 WHEREAS: State employees in rural Alaska live in sparsely populated areas of the state;
 21 where supply and demand are not as great as in urban areas; and,
 22

23 WHEREAS: State workers in rural areas are front line workers who come in daily contact with
 24 the people in their area and provide necessary and needed services to them;
 25 and,
 26

27 WHEREAS: These rural communities have no other connection to larger urban population
 28 centers except by airplane; and,
 29

30 WHEREAS: The cost of transportation and freight have become cost prohibitive causing
 31 many rural state workers to become isolated; and,
 32

33 WHEREAS: The cost of groceries in rural areas are extremely high. Dillingham represents
 34 the highest cost for groceries according to the University of Alaska's Market
 35 Basket Survey. It costs \$226.54 per week for groceries for a family of four in
 36 Dillingham, \$202.08 in Bethel, and \$199.08 in Nome.
 37

38 WHEREAS: The cost of fuel in rural areas has risen steadily over the past year to more than
 39 double the cost of fuel in Anchorage. A 55 gallon barrel of fuel oil in Dillingham
 40 costs \$245.33, \$211.60 in Bethel, \$198 in Nome, and \$183.70 in Sitka. There is
 41 no competition or alternative sources for heating fuel; and,
 42

43 WHEREAS: Electrical costs have been raised and electric companies have added a fuel
 44 surcharge to each bill which adds from \$50 to \$100 to each electric bill; and,
 45

46 WHEREAS: Because of a lack of housing the availability and affordability of housing in rural
 47 areas is a growing problem. The average rent in Dillingham is between \$1,000
 48 and \$1,500 per month; and,
 49

50 WHEREAS: A large percentage of workers in rural areas hold lower range positions at a
 51 lower range of pay. The salaries for these positions are not sufficient to provide
 52 the necessities to live in a single parent family; and,

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1
2 WHEREAS: It has been more than 15 years since the State has last evaluated the cost of
3 living in rural areas to bring salaries into line with the cost of living;
4

5 **NOW THEREFORE BE IT RESOLVED by the Convention of the Alaska State Employees**
6 **Association/AFSCME Local 52 that the completion of a study be of the**
7 **highest priority for ASEA; and,**
8

9 **BE IT FURTHER RESOLVED by the Convention of the Alaska State Employees**
10 **Association/AFSCME Local 52 that ASEA make every effort to assure**
11 **that a study is developed which is crafted to fairly reflect the cost of**
12 **necessary goods in rural communities; and,**
13

14 **BE IT FURTHER RESOLVED by the Convention of the Alaska State Employees**
15 **Association/AFSCME Local 52 that everything possible be done to**
16 **impress upon the Alaska Legislature the need to enforce their mandate**
17 **to re-evaluate the rural cost of living on a regularly scheduled basis.**
18

19 Motion 06-082 passed by voice vote.
20

21 Main Motion 06-083 (Proposed Resolution No. 13)

22 Moved by Stephen Wright, seconded by Wyatt Wheeler

23 Recommendation of the State Executive Board: Do Pass, as submitted
24

25 *Submitted by Gordon Glaser (Anchorage Chapter)*
26

27 WHEREAS, Union must grow or die;
28

29 WHEREAS, as the Convention 2004 instructed this union to expand;
30

31 WHEREAS, the State Executive Board has supported these efforts to expand;
32

33 WHEREAS, the ASEA Staff and the Sitka Chapter have been successful in organizing a
34 referendum making a municipal ordinance change to allow Sitka Municipal Staff to organize for
35 the first time;
36

37 WHEREAS, we have achieved over fifty (50) percent card signatures;
38

39 **THEREFORE, this convention thanks all those who have worked so hard, achieve**
40 **much and commit ourselves to organizing Sitka Municipal workers.**
41

42 Motion 06-083 passed by voice vote.
43

44 Main Motion 06-084 (Proposed Resolution No. 14)

45 Moved by Stephen Wright, seconded by Wyatt Wheeler

46 Recommendation of the State Executive Board: Do Pass, as submitted
47

48 *Submitted by Gordon Glaser (Anchorage Chapter)*
49

50 WHEREAS, ASEA recognizes that women who work for state government do not receipt equal
51 pay for comparative work;

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1
2 **BE IT RESOLVED that ASEA continues to struggle for equal pay for comparative work.**

3
4 Motion 06-084 passed by voice vote.

5
6 Main Motion 06-084.1 (Proposed Resolution No. 16)

7 Moved by Stephen Wright, seconded by Wyatt Wheeler

8 Recommendation of the State Executive Board: Do Pass, as submitted

9
10 *Submitted by Gordon Glaser (Anchorage Chapter)*

11
12 WHEREAS, the SB 141 "Retirement Reform Bill" was an attack on future retirements that touches
13 as all;

14
15 WHEREAS, this attack hurt every state, municipal, employees including those who work for
16 police, fire, and education;

17
18 WHEREAS, this attack hurts the qualify of life of all present Alaskans and cripples the security of
19 our future Alaskan retirees;

20
21 WHEREAS, we can be proud that the leadership role taken ASEA in fighting this regressive
22 legislation;

23
24 **THEREFORE BE IT RESOLVED THAT we are dedicate our resources to reverse SB 141**
25 **bringing back a defined benefit system; and,**

26
27 **BE IT FURTHER RESOLVED, we thank our executive board, PAC and those chapter**
28 **activists who opposed SB 141.**

29
30 Motion 06-084.1 passed by voice vote.

31
32 Main Motion 06-085 (Proposed Resolution No. 17)

33 Moved by Stephen Wright, seconded by Wyatt Wheeler

34 Recommendation of the State Executive Board: Do Pass, as submitted

35
36 *Submitted by Gordon Glaser (Anchorage Chapter)*

37
38 WHEREAS, independent studies indicate that PERS funding is among the top third of all public
39 employee retirement systems in the country. The need for drastic change was overstated and
40 there is still time to craft a better solution before implementation in 2006;

41
42 WHEREAS, without competitive benefits, state service will be a revolving door and a lost
43 investment in employees whose skills qualify them to work in the better paying private sector;

44
45 WHEREAS, State employee/Teacher recruitment and retention of qualified individuals will become
46 almost impossible in parts of Alaska where retirement benefits make the difference between
47 coming and going;

48
49 WHEREAS, committed and career-minded Tier IV state employees risk the chance of outliving the
50 benefits of a defined contribution plan;

1 WHEREAS, employees may tap their individual account for some or all of the accumulated benefit
2 and be left with nothing for retirement;

3
4 WHEREAS, the additional administrative cost of managing thousands of individual retirement
5 accounts instead of one retirement plan is underestimated and reduces the perceived savings of
6 switching to a defined contribution retirement system.

7
8 WHEREAS, paying for additional benefit products for state employees (life insurance, disability
9 insurance, annuities) to compensate for shortcoming in SB 141 reduces the perceived saving of
10 switching to a defined contribution retirement system.

11
12 WHEREAS, PERS/TRS is not broken. PERS/TRS board recommendations haven't been seriously
13 considered. Many public employee and teachers associations have volunteered to improve the
14 current retirement system.

15
16 **THEREFORE, BE IT RESOLVED that the ASEA state executive board, union activists
17 and staff be commended for their leadership role in opposing this (sic) regressive
18 measures of the new defined benefits system and that they be encouraged to
19 continue the fight to return to a defined benefits retirement system.**

20
21 Motion 06-085 passed by voice vote.

22
23 Main Motion 06-086 (Proposed Resolution No. 18)

24 Moved by Stephen Wright, seconded by Wyatt Wheeler

25 Recommendation of the State Executive Board: Do Pass, as submitted

26
27 *Submitted by Gordon Glaser (Anchorage Chapter)*

28
29 WHEREAS, the present administration has repeatedly attempted to privatize union jobs to outside
30 interests, sacrificing the best interest of Alaskans;

31
32 WHEREAS, present privatization efforts have proven expensive and not in the best interest of
33 Alaskans

34
35 **BE IT RESOLVED that ASEA will careful (sic) exam and oppose attempts to privatize
36 government services.**

37
38 Motion 06-086 passed by voice vote.

39
40 Main Motion 06-087 (Proposed Resolution No. 23)

41 Moved by Stephen Wright, seconded by Wyatt Wheeler

42 Recommendation of the State Executive Board: Do Pass, as submitted

43
44 *Submitted b Jerry Farrington (Cook Inlet Chapter)*

45
46 WHEREAS, market economies affect different regions of the state on an unequal basis over time;
47 and,

48
49 WHEREAS, changes in commerce and markets have been affected by elements such as internet
50 access, the advent of "big box" stores and transportation and delivery of goods requiring more
51 air travel; and,

1
2 WHEREAS, the cost of living in rural parts of Alaska continues to increase compared to the cost of
3 living in the Anchorage metropolitan area;

4
5 WHEREAS, in the face of the 1986 oil price crash, unionized employees agreed to reduce
6 geographic pay differential contained within collective bargaining agreements and that non-
7 unionized employees did not make the same adjustments; and,

8
9 WHEREAS, the last cost of living survey conducted by the state is greater than 20 years old; and,

10
11 WHEREAS, a "cost of living survey" is required under state law once every five years and that
12 survey must reflect the costs of living in various election districts of the state using Anchorage as
13 the base (AS 39.27.030); and,

14
15 WHEREAS, this cost of living survey is the basis upon which geographic differential is determined
16 for collective bargaining agreements and for state statutes which provide for non-unionized
17 public employees; and,

18
19 WHEREAS, performing a cost of living survey is contingent upon the legislature appropriating the
20 funding for such a study;

21
22 **THEREFORE, BE IT RESOLVED that the Alaska State Employees Association calls upon**
23 **the Alaska Legislature and Governor to move forward and produce a new cost of**
24 **living survey within the state of Alaska to determine the true and fair cost**
25 **differentials in rural Alaska as compared to living in the Anchorage area.**

26
27 Motion 06-087 passed by voice vote.

28
29 Main Motion 06-088 (Proposed Resolution No.26)

30 Moved by Stephen Wright, seconded by Wyatt Wheeler

31 Recommendation of the State Executive Board: Do Pass, as submitted

32
33 *Submitted by Frank Puschak (Anchorage Chapter) (signatory), Kathy Hunsicker, Adela Batin-*
34 *Jackson, Pat Moss, N. Sue Layton, L. Frank Dutton, Sheila Fowlkes, Chris Lyou, Leimomi*
35 *Matunding, Bob Powers, A.C. Waugh, Jerry Farrington, Janet Cook, Clydie McCrummen, Jacob*
36 *Gemmell, Mark Burgoyne, Marylene Silva*

37
38 TO ACKNOWLEDGE THE EFFORTS OF THE HEALTH TRUST TO
39 COMMUNICATE WITH COVERED PARTICIPANTS AND TO
40 ENCOURAGE THE MEMBERSHIP TO UTILIZE TRUST COMMUNICATIONS

41
42 WHEREAS, the Health Trust was asked to provide additional regular communication to
43 participants; and,

44
45 WHEREAS, the Health Trust considered participant suggestions; and,

46
47 WHEREAS, the Health Trust began providing quarterly newsletters to participants in March 2003;
48 and,

49
50 WHEREAS, the Health Trust reworked the Trust website to make it more user-friendly; and,

51
52 WHEREAS, the Health Trust provides written and web-based open enrollment materials; and,

ASEA/AFSCME Local 52 State Executive Board
Special Pre-Convention Meeting
January 26-27, 2006 (Juneau AK)

1
2 WHEREAS, the Health Trust holds open enrollment meetings in Anchorage, Juneau, Fairbanks,
3 and other locations annually; and,
4

5 WHEREAS, the Trust seeks participant input via telephone polls, using a professional polling firm
6 and a statistically significant sample; and,
7

8 WHEREAS, the Trust sends out e-mail notices and reminders periodically; and,
9

10 WHEREAS, the Health Trust holds a quarterly participant comment period in which participants
11 are connected with the Board of Trustees telephonically and have the opportunity to provide both
12 positive and negative comments; and,
13

14 WHEREAS, participants are encouraged to provide written comments to the Trust and any
15 comments received are discussed at the next Board of Trustees meeting; and,
16

17 WHEREAS, the Health Trust cannot implement all participant suggestions, and must take into
18 account the needs of all Trust participants while balancing benefits and costs; and,
19

20 WHEREAS, participant feedback has resulted in changes to the health plan, in some cases, when
21 it is determined to be both beneficial to Trust participants and cost effective;
22

23 **THEREFORE, BE IT RESOLVED: The union hereby acknowledges and expresses**
24 **appreciation for the Health Trust's efforts to communicate with plan participants;**
25 **and,**
26

27 **BE IT FURTHER RESOLVED: The union shall encourage members to read the**
28 **quarterly newsletters, open enrollment materials and other communications; and,**
29

30 **BE IT FURTHER RESOLVED: The union shall encourage members to provide the Trust**
31 **with current e-mail and telephone numbers; and,**
32

33 **BE IT FURTHER RESOLVED: The union shall encourage members to share both**
34 **positive and negative comments to the Trust in a constructive manner, via written**
35 **communication or through the participant comment period; and,**
36

37 **BE IT FURTHER RESOLVED: The union shall encourage the Health Trust to continue**
38 **considering participant feedback as it shapes the health plan in a cost-effective**
39 **manner in the future.**
40

41 Motion 06-088 passed by voice vote, with Karen Zubillaga abstaining.
42

43 Main Motion 06-089 (Proposed Resolution No. 27)

44 Moved by Stephen Wright, seconded by Wade Wahrenbrock

45 Recommendation of the State Executive Board: Do Pass, as submitted
46

47 *Submitted by Frank Puschak (Anchorage Chapter) (signatory), Kathy Hunsicker, Adela Batin-*
48 *Jackson, Pat Moss, N. Sue Layton, L. Frank Dutton, Sheila Fowlkes, Chris Lyou, Leimomi*
49 *Matunding, Bob Powers, A.C. Waugh, Jerry Farrington, Janet Cook, Clydie McCrummen, Jacob*
50 *Gemmell, Mark Burgoyne, Marylene Silva*
51

52 TO ACKNOWLEDGE THE PREVENTIVE CARE BENEFITS

ASEA/AFSCME Local 52 State Executive Board
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1 CURRENTLY PROVIDED UNDER THE ASEA/AFSCME LOCAL 52
2 HEALTH BENEFIT TRUST PLAN AND TO
3 ENCOURAGE PARTICIPANT WELLNESS
4

5 WHEREAS, the delegates to the 2004 ASEA Local 52 Convention passed Resolution 33 to include
6 coverage for well child assessments, including screening for developmental, medical, and
7 mental/emotional; and,
8

9 WHEREAS, the delegates to the 2004 ASEA Local 52 Convention passed Resolution 34 to cover
10 health care screening and maintenance including but not limited to PAP tests, mammograms,
11 colonoscopies, and physician referrals and follow-up tests; and,
12

13 WHEREAS, the health plan currently provides for preventive immunizations; and,
14

15 WHEREAS, the health plan currently provides for coverage of treatment of medical and
16 mental/nervous conditions; and,
17

18 WHEREAS, the health plan currently covers one PAP smear per year for all women age 18 and
19 older, as well as charges for a limited office visit to collect the PAP smear; and,
20

21 WHEREAS, the health plan currently covers prostate specific antigen (PSA) tests for men,
22 annually for men 50 and older, and for those men between the ages of 40 and 50 who have a
23 personal or family history of prostate cancer; and,
24

25 WHEREAS, the health plan currently covers mammograms, including one baseline mammogram
26 between the ages of 35 and 39, one mammogram every 2 years between age 40 and 50, an
27 annual mammogram at age 50 and above, and an annual mammogram for participants with a
28 personal or family history of breast cancer; and,
29

30 WHEREAS, the health plan currently covers screening colonoscopies for participants with a family
31 history of colorectal cancer or colon polyps, under certain conditions; and,
32

33 WHEREAS, the health plan currently covers diabetes education under certain conditions, when
34 the education is provided by a Certified Diabetes Educator; and,
35

36 WHEREAS, the health plan currently covers diagnostic testing when medically necessary; and,
37

38 WHEREAS, the health plan currently covers follow-up care for medically necessary treatment of a
39 medical condition; and,
40

41 WHEREAS, the Health Trust discussed adding well child preventive care visits and additional
42 wellness and/or preventive care; and,
43

44 WHEREAS, in January 2005, the Health Trust surveyed members through a telephone poll using
45 a professional polling firm and utilizing a statistically significant sample size, and 52% of those
46 polled were opposed to adding well baby care and 57% of those polled were opposed to adding
47 annual preventive care exams; and,
48

49 WHEREAS, the Health Trust began publishing wellness information in the quarterly Health Trust
50 newsletter; and,
51

52 WHEREAS, the Health Trust continues to consider ways to cost-effectively support participant
53 wellness, preventive care, and disease management;

1
2
3 **THEREFORE, BE IT RESOLVED: The union hereby acknowledges and expresses**
4 **appreciation that the Health Trust plan currently covers many preventive care**
5 **services; and,**

6 **BE IT FURTHER RESOLVED: The union shall encourage the Health Trust to consider**
7 **ways to cost-effectively support participant wellness; and,**

8
9 **BE IT FURTHER RESOLVED: The union shall encourage members to participate in**
10 **health promotion programs offered by the Trust.**

11
12 Motion 06-089 passed by voice vote, with Karen Zubillaga abstaining.

13
14 Main Motion 06-090 (Proposed Resolution No. 28)

15 Moved by Stephen Wright, seconded by Wade Wahrenbrock

16 Recommendation of the State Executive Board: Do Pass, as submitted

17
18 *Submitted by Frank Puschak (Anchorage Chapter) (signatory), Kathy Hunsicker, Adela Jackson,*
19 *Pat Moss, N. Sue Layton, L. Frank Dutton, Sheila Fowlkes, Chris Lyou, Leimomi Matunding, Jerry*
20 *Farrington, Janet Cook, Clydie McCrummen, Jacob Gemmell, Mark Burgoyne, Marylene Silva*

21
22 TO ACKNOWLEDGE THE ACTION OF THE
23 ASEA/AFSCME LOCAL 52 HEALTH BENEFITS TRUST
24 IN EXPANDING THE TRAVEL BENEFIT AND TO
25 ENCOURAGE CONTINUATION OF THE PILOT PROJECT

26
27 WHEREAS, the delegates to the 2004 ASEA Local 52 Convention passed Resolution 27 to
28 encourage the ASEA/AFSCME Local 52 Health Benefits Trust to evaluate and consider funding a
29 pilot project, not to exceed \$1 million to provide coverage for diagnostic travel; and,

30
31 WHEREAS, the Health Trust has evaluated a limited scope travel benefit for diagnostic testing;
32 and,

33
34 WHEREAS, in January 2005, the Health Trust surveyed members through a telephone poll using
35 a professional polling firm and utilizing a statistically significant sample size, and 58% of those
36 polled were in favor of adding the benefits; and,

37
38 WHEREAS, the Health Trust's Board of Trustees voted to add a limited scope benefit, effective
39 July 1, 2005; and,

40
41 WHEREAS, addition of this benefit is a pilot project; and,

42
43 WHEREAS, the Trust will monitor the utilization of this benefit during an 18-month period;

44
45 **THEREFORE, BE IT RESOLVED: The union hereby acknowledges and expresses**
46 **appreciation for the Health Trust implementing the pilot project expanding the travel**
47 **benefit for diagnostic services; and,**

48
49 **BE IT FURTHER RESOLVED: The union shall encourage the Health Trust to continue**
50 **the travel benefit beyond the initial study period.**

1 Motion 06-090 passed by voice vote, with Karen Zubillaga abstaining.

2
3 Main Motion 06-091 (Proposed Resolution No. 30)

4 Moved by Stephen Wright, seconded by Wyatt Wheeler

5 Recommendation of the State Executive Board: Do Pass, as submitted

6
7 *Submitted by Laureen Medlin (Nome Chapter)*

8
9 WHEREAS, the cost of living in Alaska continues to rise, **now let it be resolved that the Nome**
10 **Chapter of the Alaska State Employees Association request the Executive Board to**
11 **continue to urge the Legislature to perform an updated geographical salary study for**
12 **Alaska state employees.**

13
14 Motion 06-091 passed by voice vote.

15
16 [Note for Record: The foregoing Motion 06-078 is duplicitous of Motion 06-091; Resolution No. 6 is the
17 faxed copy (received 12/22/06 at 1:36 p.m.) of the original submitted, Resolution No. 30 (received via
18 priority mail 12/27/05 at 1:45 p.m.).]

19
20 Main Motion 06-092 (Proposed Resolution No. 31)

21 Moved by Stephen Wright, seconded by Wyatt Wheeler

22 Recommendation by State Executive Board: Do Pass, as submitted

23
24 *Submitted by Gordon Glaser (Anchorage Chapter) (signatory), Nadine Lefebvre (Juneau Chapter)*

25
26 WHEREAS, AFSCME International recognized the importance of forming a Women's Committee to
27 champion the unique needs of women in the workforce and to remedy the inequity of women in
28 the workplace; and,

29
30 WHEREAS, the Western Region AFSCME International Vice Presidents recognized the importance
31 of appointing on ASEA AFSCME Local 52 female member to the AFSCME Women's Advisory
32 Council; and,

33
34 WHEREAS, ASEA AFSCME Local 52 Executive Board embraced the responsibility of forming the
35 ASEA AFSCME Local 52 Women's Issues Committee; and,

36
37 WHEREAS, members have come forth to bring their ideas, energy, and work experiences into the
38 ASEA AFSCME Local 52 Women's Issues Committee;

39
40 **THEREFORE BE IT RESOLVED: ASEA AFSCME Local 52 extends their appreciation to**
41 **AFSCME International for their resources to allow the AFSCME International Women's**
42 **Committee to continue their mentoring of AFSCME members; and,**

43
44 **BE IT FURTHER RESOLVED that ASEA AFSCME Local 52 extends their appreciation to**
45 **the Western Region International Vice Presidents who have recognized ASEA AFSCME**
46 **Local 52 members for appointment into the AFSCME International Women's Advisory**
47 **Council, with special recognition to past-International Vice President Chris Ducavich**
48 **(sic) who first brought forth an ASEA AFSCME Local 52 member's name for AFSCME**
49 **International Board consideration and appointment to the AFSCME International**
50 **Women's Committee; and,**

ASEA/AFSCME Local 52 State Executive Board
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1
2 **BE IT FURTHER RESOLVED: the ASEA AFSCME Local 52 Executive Board continue**
3 **their positive support of the ASEA AFSCME Local 52 Women’s Issues Committee;**
4

5 **BE IT FINALLY RESOLVED: The members appointed to the ASEA AFSCME Local 52**
6 **Women’s Issues Committee will continue their efforts in educating ASEA AFSCME**
7 **Local 52 members about women’s issues, work issues, and family issues as they**
8 **relate to their workplace, their community, and their lives.**
9

10 Motion 06-092 passed by voice vote.
11

12 Main Motion 06-093 (Proposed Resolution No. 33)

13 Moved by Stephen Wright, seconded by Wyatt Wheeler

14 Recommendation of the State Executive Board: Do Pass, as submitted.
15

16 *Submitted by J. Penelope Goforth (Anchorage Chapter) (signatory), Rosemary Foster, Wyatt*
17 *Wheeler, Gordon Glaser.*
18

19 ALLOWING TWO (2) FULL WORKDAYS OF NOTICE
20 OF PRE-DISCIPLINARY HEARING
21

22 WHEREAS, stewards are frequently called upon to represent members with less than one (1) day
23 of notice; and,
24

25 WHEREAS, the short notice does not allow a reasonable amount of time for the steward to
26 consult with the member prior to the meeting and thus is detrimental to the member; and,
27

28 WHEREAS, Union stewards have observed that in the past year management consultants
29 frequently notify members of a pre-disciplinary hearing at 4 to 5 PM on the day before the
30 meeting is scheduled, often with the meeting scheduled for the following morning;
31

32 **THEREFORE, BE IT RESOLVED that, management consultants be instructed to give**
33 **members two (2) full working days of notice prior to a pres-disciplinary (sic) hearing.**
34

35 Motion 06-093 failed by voice vote.
36

37 Main Motion 06-094 (Proposed Resolution No. 33 - Continued)

38 Moved by Wade Wahrenbrock, seconded by Chris Pace

39 Recommendation of the State Executive Board: No Recommendation

40 Motion 06-094 passed by voice vote.
41

42 (Note of Record: The Chair called for a 10-min break at 2:21 p.m., resuming the record at 2:35 p.m.)
43

44 Main Motion 06-095 (Proposed Resolution No. 34)

45 Moved by Stephen Wright, seconded by Sue Layton

46 Recommendation of the State Executive Board: No Recommendation
47

48 *Submitted by J. Penelope Goforth (Anchorage Chapter) (signatory), Rosemary Foster, Wyatt Wheeler,*
49 *Gordon Glaser*
50

FULL DISCLOSURE OF REASONS FOR PRE-DISCIPLINARY HEARING

WHEREAS, Union stewards have observed that in the past year management consultants frequently do not give sufficient reasons to members in the notice of a pre-disciplinary hearing; and,

WHEREAS, the lack of information often impedes the ability of the steward to correctly advise and assist the member; and,

WHEREAS, the inadequate information does not allow the member or the steward to gather the necessary documentation to respond to the management consultants on their own behalf;

THEREFORE, BE IT RESOLVED that management consultants be instructed to give members full disclosure regarding the (sic) all the reasons in the pre-disciplinary notice.

Motion 06-095 passed by voice vote (inclusive of Gordon Glaser)

Main Motion 06-096 (Proposed Resolution No. 35)

Moved by Stephen Wright, seconded by Wyatt Wheeler

Recommendation of the State Executive Board: Do Pass, as submitted

Submitted by J. Pennelope Goforth (Anchorage Chapter) (signatory), Rosemary Foster, Wyatt Wheeler, Gordon Glaser

INCREASE LEVEL OF SERVICE TO MEMBERSHIP
BY ADDING THREE (3) HOURS FOR STEWARDS PER MONTH

WHEREAS, Article 2 Section 2.02 B says in part "Stewards shall suffer no loss in compensation for the time spent handling complaints and grievances for up to nine (9) hours per month"; and,

WHEREAS, the actual amount of time spent consulting with a member, attending to their Weingarten Rights at meetings, and follow-up with member and supervisors and management consultants is often in excess of nine (9) hours per person; and,

WHEREAS, the Collective Bargaining Agreement and Law anticipate that stewards will spend their time communicating with members, handling complaints and grievances, classification complaints, assist with evaluation appeals, investigate and represent members, post and distribute union information and materials, and maintain timely communications with Business Agents;

THEREFORE, BE IT RESOLVED that Article 2 Section 2.02. B be amended to better reflect the needs of members by allowing stewards to "suffer no loss in compensation for the time spent handling complaints and grievances for up to twelve (12) hours per month."

Motion 06-096 passed, with Karen Zubillaga abstaining.

(Instruction from the Board: Business Manager to provide recap of 102 Steward Time usage for Rural Representative Wade Wahrenbrock.)

Main Motion 06-097 (Proposed Resolution No. 36)

Moved by Stephen Wright, seconded by Wyatt Wheeler

ASEA/AFSCME Local 52 State Executive Board
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January 26-27, 2006 (Juneau AK)

1 Recommendation of the State Executive Board: Do Pass, as submitted

2
3 *Submitted by J. Pennelope Goforth (Anchorage Chapter) (signatory), Rosemary Foster, Wyatt*
4 *Wheeler, Gordon Glaser*

5
6 INCREASE THE HOURS OF ANNUAL TRAINING FOR STEWARDS

7
8 WHEREAS, Article 2, Section 2.02 Part B Paragraph 2 says in part "Union stewards shall be
9 allowed up to seven and one-half (7.5) hours for steward training"; and,

10
11 WHEREAS, the steward training currently only takes place once a year for both experienced and
12 new stewards; and,

13
14 WHEREAS, lack of adequate training inhibits members who might otherwise consider serving as
15 union stewards; and,

16
17 WHEREAS, union stewards frequently are called upon to ensure members rights in meetings,
18 disciplinary and otherwise, where professionally trained personnel management consultants
19 conduct investigations and interrogations of members; and,

20
21 WHEREAS, within the next five years many experienced stewards will be retiring from state
22 service and not able to pass along their wealth of institutional expertise;

23
24 **THEREFORE, BE IT RESOLVED that Article 2 Section 2.02 Part B second paragraph be**
25 **amended to better educate the stewards to maintain the rights of the membership be**
26 **expanded in time and scope: "Union stewards shall be allowed up to fifteen (15)**
27 **hours annually for steward training"; and,**

28
29 **THEREFORE, BE FURTHER IT RESOLVED that the same section: "Union stewards who**
30 **were stewards in year one shall be allowed up to seven and one-half 7.5 hours for**
31 **advanced steward training."**

32
33 Motion 06-097 passed by voice vote.

34
35 Main Motion 06-098 (Proposed Resolution No. 37)

36 Moved by Stephen Wright, seconded by Wyatt Wheeler

37 Recommendation of the State Executive Board: Do Pass, as submitted

38
39 *Submitted by J. Pennelope Goforth (Anchorage Chapter) (signatory), Rosemary Foster, Wyatt*
40 *Wheeler, Gordon Glaser*

41
42 SUPPORT LEGISLATION AND OTHER ACTIVITIES
43 TO FULLY FUNDING (sic) THE ASEA RETIREMENT AND
44 BENEFITS PENSIONS FOR MEMBERSHIP

45
46 WHEREAS, the union is facing significant challenges to maintain and upgrade the benefits of
47 members; and,

48
49 WHEREAS, the state legislature has passed legislation that is not supportive of public service
50 employees in the past few years; and,

1 WHEREAS, the legislature has implemented a defined benefits plan for new employees which will
2 not replenish the existing retirement plan; and,

3
4 WHEREAS, the state anticipates more than adequate operating revenues for the next year; and,

5
6 WHEREAS, the public service employees retirement and benefits programs have not been fully
7 funded in the past;

8
9 **THEREFORE, BE IT RESOLVED that the union immediately support legislation or any**
10 **other activity to ensure that the retirement and benefit program be fully funded and**
11 **inflation-proofed.**

12
13 Motion 06-098 passed by voice vote.

14
15 Main Motion 06-099 (Proposed Resolution No. 38)

16 Moved by Stephen Wright, seconded by Wyatt Wheeler

17 Recommendation of the State Executive Board: Do Pass, as submitted

18
19 *Submitted by J. Pennelope Goforth (Anchorage Chapter) (signatory), Rosemary Foster, Wyatt*
20 *Wheeler, Gordon Glaser*

21
22 CONDUCT A PROFESSIONAL PUBLIC RELATIONS
23 COMMUNICATIONS CAMPAIGN¹

24
25 WHEREAS, the union is committed to building and strengthening the membership through
26 increasing the self confidence and feelings of worth of members, and encouraging union members
27 to support each other and the union efforts on their behalf; and,

28
29 WHEREAS, the union is stepping up efforts to inform and educate the members to motivate them
30 to action; and,

31
32 WHEREAS, the union has aligned with the national AFSCME Member Action Team model in
33 steward training; and,

34
35 WHEREAS, the union is facing significant challenges to maintain and upgrade the benefits of
36 members; and,

37
38 WHEREAS, the state legislature has passed legislation that is not supportive of public service
39 employees in the past few years; and,

40
41 WHEREAS, the union recognizes the general Alaskan public needs to also be informed and
42 educated as to the value and contributions of the union membership to the state; and,

43
44 WHEREAS, a positive image of public service employees represented by the union will lead to
45 more public support for union efforts, instill a positive image of public service employees, and
46 influence decision makers to value the contributions of union members; and,

47
48 **THEREFORE BE IT RESOLVED that the union immediately fund and implement a**
49 **positive professional public relations communication campaign over the course of the**
50 **next 18 months designed to create a solid foundation of public support for the**
51 **membership of the union of public service employees.**
52

1 ¹Based on the elements presented in the ASEA COMMUNICATIONS CAMPAIGN referred by the
2 State Executive Board to the Communications Committee.

3
4 Motion 06-099 passed by voice vote.

5
6 Main Motion 06-100 (Proposed Resolution No. 39)

7 Moved by Stephen Wright, seconded by Wyatt Wheeler

8 Recommendation of the State Executive Board: Do Pass, as submitted

9
10 *Submitted by Nadine Lefebvre(Anchorage Chapter) (Signatory), Gordon Glaser*

11
12 WHEREAS, AFSCME International recognized the importance of forming a Women's Committee to
13 champion the unique needs of women in the workforce and to remedy the inequity of women in
14 the workplace; and,

15
16 WHEREAS, the Western Region AFSCME International Vice Presidents recognized the importance
17 of appointing on ASEA AFSCME Local 52 female member to the AFSCME Women's Advisory
18 Council; and,

19
20 WHEREAS, ASEA AFSCME Local 52 Executive Board embraced the responsibility of forming the
21 ASEA AFSCME Local 52 Women's Issues Committee; and,

22
23 WHEREAS, members have come forth to bring their ideas, energy, and work experiences into the
24 ASEA AFSCME Local 52 Women's Issues Committee;

25
26 **THEREFORE BE IT RESOLVED: ASEA AFSCME Local 52 extends their appreciation to**
27 **AFSCME International for their resources to allow the AFSCME International Women's**
28 **Committee to continue their mentoring of AFSCME members; and,**

29
30 **BE IT FURTHER RESOLVED that ASEA AFSCME Local 52 extends their appreciation to**
31 **the Western Region International Vice Presidents who have recognized ASEA AFSCME**
32 **Local 52 members for appointment into the AFSCME International Women's Advisory**
33 **Council, with special recognition to past-International Vice President Chris Ducavich**
34 **(sic) who first brought forth an ASEA AFSCME Local 52 member's name for AFSCME**
35 **International Board consideration and appointment to the AFSCME International**
36 **Women's Committee; and,**

37
38 **BE IT FURTHER RESOLVED: the ASEA AFSCME Local 52 Executive Board continue**
39 **their positive support of the ASEA AFSCME Local 52 Women's Issues Committee;**

40
41 **BE IT FINALLY RESOLVED: The members appointed to the ASEA AFSCME Local 52**
42 **Women's Issues Committee will continue their efforts in educating ASEA AFSCME**
43 **Local 52 members about women's issues, work issues, and family issues as they**
44 **relate to their workplace, their community, and their lives.**

45
46 Motion 06-100 passed by voice vote.

47
48 Main Motion 06-101 (Proposed Resolution No. 40)

49 Moved by Stephen Wright, seconded by Wyatt Wheeler

50 Recommendation of the State Executive Board: Do Pass, as submitted

51
ASEA/AFSCME Local 52 State Executive Board
Special Pre-Convention Meeting
January 26-27, 2006 (Juneau AK)

1 *Submitted by Janet Cook (Midnight Sun Chapter) (signatory), Frank Puschak, Kathy Hunsicker,*
 2 *Adela Batin-Jackson, Pat Moss, N. Sue Layton, L. Frank Dutton, Sheila Fowlkes, Chris Lyou,*
 3 *Leimomi Matunding, Bob Powers, A.C. Waugh, Jerry Farrington, Clydie McCrummen, Jacob*
 4 *Gemmell, Mark Burgoyne, Marylene Silva*

5
 6 TO ACKNOWLEDGE THE PREVENTIVE CARE BENEFITS
 7 CURRENTLY PROVIDED UNDER THE ASEA/AFSCME LOCAL 52
 8 HEALTH BENEFIT TRUST PLAN AND TO
 9 ENCOURAGE PARTICIPANT WELLNESS

10
 11 WHEREAS, the delegates to the 2004 ASEA Local 52 Convention passed Resolution 33 to include
 12 coverage for well child assessments, including screening for developmental, medical, and
 13 mental/emotional; and,

14
 15 WHEREAS, the delegates to the 2004 ASEA Local 52 Convention passed Resolution 34 to cover
 16 health care screening and maintenance including but not limited to PAP tests, mammograms,
 17 colonoscopies, and physician referrals and follow-up tests; and,

18
 19 WHEREAS, the health plan currently provides for preventive immunizations; and,

20
 21 WHEREAS, the health plan currently provides for coverage of treatment of medical and
 22 mental/nervous conditions; and,

23
 24 WHEREAS, the health plan currently covers one PAP smear per year for all women age 18 and
 25 older, as well as charges for a limited office visit to collect the PAP smear; and,

26
 27 WHEREAS, the health plan currently covers prostate specific antigen (PSA) tests for men,
 28 annually for men 50 and older, and for those men between the ages of 40 and 50 who have a
 29 personal or family history of prostate cancer; and,

30
 31 WHEREAS, the health plan currently covers mammograms, including one baseline mammogram
 32 between the ages of 35 and 39, one mammogram every 2 years between age 40 and 50, an
 33 annual mammogram at age 50 and above, and an annual mammogram for participants with a
 34 personal or family history of breast cancer; and,

35
 36 WHEREAS, the health plan currently covers screening colonoscopies for participants with a family
 37 history of colorectal cancer or colon polyps, under certain conditions; and,

38
 39 WHEREAS, the health plan currently covers diabetes education under certain conditions, when
 40 the education is provided by a Certified Diabetes Educator; and,

41
 42 WHEREAS, the health plan currently covers diagnostic testing when medically necessary; and,

43
 44 WHEREAS, the health plan currently covers follow-up care for medically necessary treatment of a
 45 medical condition; and,

46
 47 WHEREAS, the Health Trust discussed adding well child preventive care visits and additional
 48 wellness and/or preventive care; and,

49
 50 WHEREAS, in January 2005, the Health Trust surveyed members through a telephone poll using
 51 a professional polling firm and utilizing a statistically significant sample size, and 52% of those
 52 polled were opposed to adding well baby care and 57% of those polled were opposed to adding
 53 annual preventive care exams; and,

**ASEA/AFSCME Local 52 State Executive Board
 Special Pre-Convention Meeting
 January 26-27, 2006 (Juneau AK)**

1
2 WHEREAS, the Health Trust began publishing wellness information in the quarterly Health Trust
3 newsletter; and,
4

5 WHEREAS, the Health Trust continues to consider ways to cost-effectively support participant
6 wellness, preventive care, and disease management;
7

8 **THEREFORE, BE IT RESOLVED: The union hereby acknowledges and expresses**
9 **appreciation that the Health Trust plan currently covers many preventive care**
10 **services; and,**

11
12 **BE IT FURTHER RESOLVED: The union shall encourage the Health Trust to consider**
13 **ways to cost-effectively support participant wellness; and,**

14
15 **BE IT FURTHER RESOLVED: The union shall encourage members to participate in**
16 **health promotion programs offered by the Trust.**

17
18 Motion 06-101 passed by voice vote, with Karen Zubillaga abstaining.

19
20 Main Motion 06-102 (Proposed Resolution No. 41)

21 Moved by Stephen Wright, seconded by Wyatt Wheeler

22 Recommendation of the State Executive Board: Do Pass, as submitted

23
24 *Submitted by Janet Cook (Midnight Sun Chapter) (signatory), Frank Puschak, Kathy Hunsicker,*
25 *Adela Jackson, Pat Moss, N. Sue Layton, L. Frank Dutton, Sheila Fowlkes, Chris Lyou, Leimomi*
26 *Matunding, Jerry Farrington, Clydie McCrummen, Jacob Gemmell, Mark Burgoyne, Marylene Silva*

27
28 TO ACKNOWLEDGE THE ACTION OF THE
29 ASEA/AFSCME LOCAL 52 HEALTH BENEFITS TRUST
30 IN EXPANDING THE TRAVEL BENEFIT AND
31 TO ENCOURAGE CONTINUATION OF THE PILOT PROJECT

32
33 WHEREAS, the delegates to the 2004 ASEA Local 52 Convention passed Resolution 27 to
34 encourage the ASEA/AFSCME Local 52 Health Benefits Trust to evaluate and consider funding a
35 pilot project, not to exceed \$1 million to provide coverage for diagnostic travel; and,
36

37 WHEREAS, the Health trust has evaluated a limited scope travel benefit for diagnostic testing;
38 and,
39

40 WHEREAS, in January 2005, the Health Trust surveyed members through a telephone poll using
41 a professional polling firm and utilizing a statistically significant sample size, and 58% of those
42 polled were in favor of adding the benefit; and,
43

44 WHEREAS, the Health Trust's Board of Trustees voted to add a limited scope benefit, effective
45 July 1, 2005; and,
46

47 WHEREAS, addition of this benefit is a pilot project; and,
48

49 WHEREAS, the Trust will monitor the utilization of this benefit during an 18-month period;
50

1 **THEREFORE, BE IT RESOLVED: The union hereby acknowledges and expresses**
 2 **appreciation for the Health Trust implementing the pilot project expanding the travel**
 3 **benefit for diagnostic services; and,**

4
 5 **BE IT FURTHER RESOLVED: The union shall encourage the Health Trust to continue**
 6 **the travel benefit beyond the initial study period.**

7
 8
 9 Professional Representative Chris Pace voices no conflicts of interest as a trustee of the Health
 10 Benefits Trust.

11
 12 Motion 06-102 passed by voice vote.

13
 14 Main Motion 06-103 (Proposed Resolution No. 42)

15 Moved by Stephen Wright, seconded by Wyatt Wheeler

16 Recommendation of the State Executive Board: Do Pass, as submitted

17
 18 *Submitted by Janet Cook (Midnight Sun Chapter) (signatory), Frank Puschak, Kathy Hunsicker,*
 19 *Adela Batin-Jackson, Pat Moss, N. Sue Layton, L. Frank Dutton, Sheila Fowlkes, Chris Lyou,*
 20 *Leimomi Matunding, Bob Powers, A.C. Waugh, Jerry Farrington, Clydie McCrummen, Jacob*
 21 *Gemmell, Mark Burgoyne, Marylene Silva*

22
 23 TO ACKNOWLEDGE THE EFFORTS OF THE HEALTH TRUST TO
 24 COMMUNICATE WITH COVERED PARTICIPANTS AND TO
 25 ENCOURAGE THE MEMBERSHIP TO UTILIZE TRUST COMMUNICATIONS

26
 27 WHEREAS, the Health Trust was asked to provide additional regular communication to
 28 participants; and,

29
 30 WHEREAS, the Health Trust considered participant suggestions; and,

31
 32 WHEREAS, the Health Trust began providing quarterly newsletters to participants in March 2003;
 33 and,

34
 35 WHEREAS, the Health Trust reworked the Trust website to make it more user-friendly; and,

36
 37 WHEREAS, the Health Trust provides written and web-based open enrollment materials; and,

38
 39 WHEREAS, the Health Trust holds open enrollment meetings in Anchorage, Juneau, Fairbanks,
 40 and other locations annually; and,

41
 42 WHEREAS, the Trust seeks participant input via telephone polls, using a professional polling firm
 43 and a statistically significant sample, and,

44
 45 WHEREAS, the Trust sends out e-mail notices and reminders periodically; and,

46
 47 WHEREAS, the Health Trust holds a quarterly participant comment period in which participants
 48 are connected with the Board of Trustees telephonically and have the opportunity to provide both
 49 positive and negative comments; and,
 50

1 WHEREAS, participants are encouraged to provide written comments to the Trust and any
2 comments received are discussed at the next Board of Trustees meeting; and,

3
4 WHEREAS, the Health Trust cannot implement all participant suggestions, and must take into
5 account the needs of all Trust participants while balancing benefits and costs; and,

6
7 WHEREAS, participant feedback has resulted in changes to the health plan, in some cases, when
8 it is determined to be both beneficial to Trust participants and cost effective;

9
10 **THEREFORE, BE IT RESOLVED: The union hereby acknowledges and expresses**
11 **appreciation for the Health Trust's efforts to communicate with plan participants;**
12 **and,**

13
14 **BE IT FURTHER RESOLVED: The union shall encourage members to read the**
15 **quarterly newsletters, open enrollment materials and other communications; and,**

16
17 **BE IT FURTHER RESOLVED: The union shall encourage members to provide the Trust**
18 **with current e-mail and telephone numbers; and,**

19
20 **BE IT FURTHER RESOLVED: The union shall encourage members to share both**
21 **positive and negative comments to the Trust in a constructive manner, via written**
22 **communication or through the participant comment period; and,**

23
24 **BE IT FURTHER RESOLVED: The union shall encourage the Health Trust to continue**
25 **considering participant feedback as it shapes the health plan in a cost-effective**
26 **manner in the future.**

27
28 Motion 06-103 passed by voice vote, with Karen Zubillaga abstaining.

29
30 Main Motion 06-104 (Timeliness Determination)

31 Moved by Sue Layton, seconded by Chris Pace

32 Frank Puschak's additional two Resolution Nos. 44 and 45 to be received as timely submitted.

33 Resolution Nos. 44 and 45 were submitted by the author to a third party for submission on
34 12/27/05 with other resolutions from his chapter. It was inadvertently thought the resolutions to be
35 duplicates and the resolutions were not submitted with the other chapter resolutions. Discovering the
36 error later, the third-party advised the Union, requesting the resolutions be brought before the Board for a
37 determination of timeliness; the resolutions were received by the Union 1/11/06 at 11:46 a.m.

38 Motion 06-104 passed by voice vote.

39
40 Main Motion 06-105 (Proposed Resolution No. 44)

41 Moved by Wyatt Wheeler, seconded by Wade Wahrenbrock

42 Recommendation of the State Executive Board: Do Pass, as submitted

43
44 *Submitted by Frank Puschak (Anchorage Chapter, signatory), A.C. Waugh, Kathy Hunsicker, Jacob*
45 *Gemmell, Mark Lutz*

46
47 TO ENCOURAGE ASEA MEMBERS TO QUIT SMOKING
48 AND DISCONTINUE THE USE OF SMOKELESS TOBACCO

49
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1 WHEREAS, cigarette smokers are 2-4 times more likely to develop coronary heart disease than
 2 nonsmokers, cigarette smoking approximately doubles a person's risk for stroke, and the risk of
 3 dying from lung cancer is more than 22 times higher among men who smoke cigarettes and about
 4 12 times higher among women who smoke cigarettes compared with people who have never
 5 smoked¹; and,
 6

7 WHEREAS, secondhand smoke causes approximately 3,000 lung cancer deaths and 35,000 heart
 8 disease deaths in adult nonsmokers in the United States each year²; and,
 9

10 WHEREAS, smokeless tobacco contains 28 cancer causing agents and is a known cause of human
 11 cancer³; and,
 12

13 WHEREAS, the cost of treating health plan participants for cancer and cardiovascular disease
 14 increases the cost of providing health coverage for all participants covered under the
 15 ASEA/AFSCME Local 52 Health Benefits Trust; and,
 16

17 WHEREAS, the ASEA/AFSCME Local 52 Health Benefits Trust is reviewing ways to improve the
 18 health of Trust participants and promote good health;
 19

20 **THEREFORE, BE IT RESOLVED: That ASEA/AFSCME Local 52 supports the efforts of**
 21 **the Health Trust to promote participant health, and encourages ASEA members to stop**
 22 **smoking and discontinue the use of smokeless tobacco.**
 23

24 ¹According to the National Center for Chronic Disease Prevention and Health Promotion, "Health
 25 Effects for Cigarette Smoking Fact Sheet," February 200

26 ² According to the American Lung Association "Secondhand Smoke Fact Sheet," November 2004.

27 ³ According to the National Center for Chronic Disease Prevention and Health Promotion,
 28 "Smokeless Tobacco Fact Sheet," November 2005.
 29

30 Motion 06-105 passed by voice vote, with Karen Zubillaga abstaining.
 31

32 Main Motion 06-106 (Proposed Resolution No. 45)

33 Moved by Wyatt Wheeler, seconded by Wade Wahrenbrock

34 Recommendation of the State Executive Board: Do Pass, as submitted
 35

36 *Submitted by Frank Puschak (Anchorage Chapter) (signatory), A.C. Waugh, Kathy Hunsicker,*
 37 *Jacob Gemmell, Lark Lutz*
 38

39 TO SUPPORT HEALTH PROMOTION EFFORTS BY THE
 40 ASEA/AFSCME LOCAL 52 HEALTH BENEFITS TRUST AND
 41 ENCOURAGE MEMBERS TO PARTICIPATE IN
 42 HEALTH PROMOTION PROGRAMS
 43

44 WHEREAS, more than 1,700 Alaskans died in 2004 as a result of the top 7 chronic diseases:
 45 cancer, heart, disease, diabetes, stroke, chronic lower respiratory disease and chronic liver
 46 disease⁴; and,
 47

48 WHEREAS, chronic disease accounts for about 75% of health care costs in the United States⁵;
 49 and,
 50

1 WHEREAS, the ASEA/AFSCME Local 52 Health Benefits Trust strives to promote good health and
 2 supports the State of Alaska's Healthy Alaskans 2010 initiatives;

3
 4 **THEREFORE, BE IT RESOLVED: That ASEA/AFSCME Local 52 supports the efforts of**
 5 **the Health Trust to promote participant health and reduce the impact of chronic**
 6 **diseases on ASEA members; and,**

7
 8 **THEREFORE, BE IT FURTHER RESOLVED: That ASEA/AFSCME Local 52 encourage**
 9 **members to participate in health promotion programs offered by the Health Trust.**

10
 11 ⁴ According to the Alaska Bureau of Vital Statistics.

12 ⁵ According to the State of Alaska, Chronic Disease Prevention and Health Promotion section.

13
 14 Motion 06-106 passed by voice vote, with Karen Zubillaga abstaining.

15
 16 Main Motion 06-107 (Proposed Resolution No. 15)

17 Moved by Wyatt Wheeler, seconded by Chris Pace

18 Recommendation of the State Executive Board: Do Pass, as submitted

19
 20 *Submitted by Gordon Glaser (Anchorage Chapter)*

21
 22 WHEREAS, the ASEA Executive Board created the Member Advancement Program (MAP) for the
 23 purpose of strengthening our membership, promote understanding and respect by the public of
 24 our work for the citizens of Alaska; and,

25
 26 WHEREAS, with membership voluntary permission fifty (50) cents per pay period of our present
 27 dues that is allocated to the MAP will be contributed to the ASEA/AFSCME Local 52 Political Action
 28 Committee;

29
 30 **BE IT RESOLVED that we as delegates pledge to participate in MAP.**

31
 32 Motion 06-107 passed by voice vote, with Sue Layton objecting.

33
 34 Main Motion 06-108 (Proposed Resolution No. 19)

35 Moved by Wyatt Wheeler, seconded by Karen Zubillaga

36 Recommendation of the State Executive Board: Do Pass, as submitted.

37
 38 *Submitted by Gordon Glaser (Anchorage Chapter)*

39
 40 WHEREAS, every ASEA/AFSCME Local 52 member, upon assuming an office in the union, shall
 41 subscribe to the following *Obligation of an Officer*,

42
 43 I, _____, promise and pledge that I will faithfully
 44 perform with honor the duties of the office, which I now assume in the Alaska
 45 State Employees Association, AFSCME, and AFL-CIO. As an officer of this union I
 46 will, at all times, act solely in the interests of our members, devote the resources
 47 of our union to furthering their needs and goals, work to maintain a union that is
 48 free of corruption, to preserve and strengthen democratic principles in our union,
 49 and to protect the members' interests in all dealings with employers. I will never
 50 forget that it is the members who put me here, and it is the members who I will

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1 serve. I further promise that I will, at all times, by example, promote harmony
2 and preserve respect the dignity of this union. (sic)

3
4 **BE IT RESOLVED that all chapters, board members and any officer entrusted with**
5 **union funds will follow these guidelines.**

6
7 Motion 06-108 passed by voice vote, with Sue Layton and Wade Wahrenbrock objecting.

8
9 Main Motion 06-109 (Proposed Resolution No. 20)

10 Moved by Wyatt Wheeler, seconded by none

11 Recommendation of the State Executive Board: Do Pass, as submitted

12 Chair ruled the Motion 06-109 failed for lack of a second.

13
14 Main Motion 06-110 (Proposed Resolution No. 20 - Continued)

15 Moved by Sue Layton, seconded by Chris Pace

16 Recommendation of the State Executive Board: Do Not Pass

17
18 *Submitted by Gordon Glaser (Anchorage Chapter)*

19 WHEREAS, the present administration has been difficult to unreasonable in their behaviors; and,

20 WHEREAS, the union must be prepared to strike is (sic) necessary to achieve a fair contract; and,

21
22
23
24 **BE IT RESOLVED THAT THE CNC, State executive board, chapters and staff prepare for**
25 **a strike of unknown duration; and,**

26
27 **BE IT FURTHER RESOLVED that the health and legal trusts take all actions that are**
28 **prudent to extend health and legal benefits to members who are legally striking; and,**

29
30 **BE IT FURTHER RESOLVED that CNC, state executive board, chapters and staff**
31 **prepare and share a contingency plan before July 1, 2006.**

32
33 Motion 06-110 failed by voice vote, with Wade Wahrenbrock, Wyatt Wheeler, Sheila Fowlkes, and Chris
34 Pace objecting.

35
36 Main Motion 06-111 (Proposed Resolution No. 20 - Continued)

37 Moved by Wyatt Wheeler, seconded by Wade

38 Recommendation of the State Executive Board: No Recommendation

39 Motion 06-111 passed by voice vote.

40
41 Main Motion 06-112 (Proposed Resolution No. 21)

42 Moved by Sue Layton, seconded by Wade Wahrenbrock

43 Recommendation of the State Executive Board: Do Not Pass

44
45 *Submitted by Gordon Glaser(Anchorage Chapter)*

46 WHEREAS, the AFSCME constitution reads
47
48

1 Unions are under a solemn obligation: to represent members forcefully and effectively in
 2 negotiations with management and to conduct internal union affairs according to democratic
 3 standards.
 4

5 Therefore, we the members of the American Federation of State, County and Municipal
 6 Employees, in convention assembled, adopt this Constitution and this
 7

8 **Bill of Rights for Union Members**
 9

10 1. No person otherwise eligible for membership in this union shall be denied
 11 membership, on a basis of unqualified equality, because of race, creed, color,
 12 national origin, sex, age, sexual orientation, disability, or political belief.
 13

14 2. Members shall suffer no impairment of freedom of speech concerning the
 15 operations of this union. Active discussion of union affairs shall be encouraged
 16 and protected within this organization.
 17

18 3. Members shall have the right to conduct the internal affairs of the union free
 19 from employer domination.
 20

21 4. Members shall have the right to fair and democratic elections, at all levels of
 22 the union, This includes due notice of nominations and elections, equal
 23 opportunity for competing candidates and proper election procedures which shall
 24 be constitutionally specified.
 25

26 5. Members shall have an equal right to run for and hold office, subject only to
 27 constitutionally specified qualifications, uniformly applied.
 28

29 6. Members shall have the right to a full and clear accounting of all union funds
 30 at all levels. Such accounting shall include, but not be limited to, periodic reports
 31 to the membership by the appropriate fiscal officers and periodic audits by
 32 officers elected for that purpose or by independent auditors not otherwise
 33 connected with the union.
 34

35 7. Members shall have the right to full participation, through discussion and vote,
 36 in the decision making processes of the union, and to pertinent information
 37 needed for the exercise of this right. This right shall specifically include decisions
 38 concerning the acceptance or rejection of collective bargaining contracts,
 39 memoranda of understanding, or any other agreements affecting their wages,
 40 hours, or other terms and conditions of employment. All members shall have an
 41 equal right to vote and each vote cast shall be of equal weight.
 42

43 **BE IT RESOLVED that all officers of ASEA and all trusts and other organs must comply**
 44 **with the AFSCME constitution.**
 45

46 “Organ” is defined by Gordon Glaser as any group under AFSCME.
 47

48 Motion 06-112 passed by voice vote, with Wyatt Wheeler, Gordon Glaser objecting; and Karen Zubillaga
 49 abstaining.
 50

51 Main Motion 06-113 (Proposed Resolution No. 22)

52 Moved by Sue Layton, seconded by Wade Wahrenbrock

**ASEA/AFSCME Local 52 State Executive Board
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 January 26-27, 2006 (Juneau AK)**

1 Recommendation of the State Executive Board: Do Not Pass

2
3 *Submitted by Gordon Glaser (Anchorage Chapter)*

4
5 WHEREAS, the AFSCME Constitution states, "Section 30. The financial books and other records of
6 subordinate bodies, including financial books and other records concerning any health and
7 welfare, pension, insurance or other benefit programs covering members of such subordinate
8 bodies, shall be open to inspection at any time by representatives accredited for the purpose by
9 the International President or the International Secretary-Treasurer. Such inspection may be
10 made at reasonable places and times designated by the accredited representatives for the
11 purpose and the books and records may be taken into possession by the representative upon
12 giving receipt therefor. The principal financial officer of each subordinate body shall see that any
13 financial reports required by this Constitution to be submitted to the International Union are
14 submitted in accordance with this Constitution. At least once each year, the International Union
15 shall review and, where appropriate, audit the financial books and other records of each council
16 and each local having 2,000 or more members. Such review or audit shall be conducted in
17 accordance with the AFSCME Financial Standards Code and generally accepted accounting
18 administrative and management principles. Prior to or during such review or audit, the
19 International Union may require that the council or local provide such financial reports and other
20 information as may be needed to properly conduct the review or audit. Upon the completion of
21 the review or audit, the International Union shall issue a report to the subordinate body
22 containing the findings of the review or audit. Such report shall advise the subordinate body of
23 any deficiencies or improprieties found, any actions required to remedy such deficiencies or
24 improprieties and any recommended actions to improve the financial practices of the subordinate
25 body. An audit conducted pursuant to this provision shall not be in lieu of the audit that would
26 otherwise be required under the subordinate body's constitution unless the International Union
27 specifically notifies the subordinate body that the audit satisfies the requirements of the
28 subordinate body's constitution. Meetings of subordinate bodies shall be open to accredited
29 representatives of the International Union. Shall any officer or officers of any subordinate body
30 refuse or fail to permit any accredited representative to carry out the duties set forth in this
31 section, the International Union may take appropriate legal or disciplinary action. All financial
32 records of subordinate bodies of the Federation, including financial records concerning any health
33 and welfare, pension, insurance or other benefit programs covering members of such subordinate
34 bodies, shall be retained, in their original form, for a minimum of six years from the date of such
35 records. The International President, upon reasonable notice, may call a special meeting of a
36 subordinate body, its executive board or any other governing body to transact such business as
37 the International President or an accredited representative of the President shall bring before it.

38
39 **THEREFORE we recognize that all organs of ASEA are subject to these guidelines.**

40
41 Motion 06-113 passed, with Wyatt Wheeler and Karen Zubillaga abstaining.

42
43 Main Motion 06-114 (Proposed Resolution No. 24)

44 Moved by Sue Layton, seconded by Chris Pace

45 Recommendation of the State Executive Board: Do Not Pass

46
47 *Submitted by Michael Williams (Anchorage Chapter)*

48
49 WHEREAS, ASEA has experienced a decrease in annual revenue as a result of an overall
50 decline in membership;

51
**ASEA/AFSCME Local 52 State Executive Board
Special Pre-Convention Meeting
January 26-27, 2006 (Juneau AK)**

1 WHEREAS, the leaders of ASEA are committed to internal and external organizing as
 2 outlined in the Member Advancement Program (MAP) to strengthen union membership; Efforts to
 3 implement MAP require maximized use of all available dues revenues;
 4

5 WHEREAS, ASEA members and trustees use business leave to carry out strategic and
 6 operational objectives of the GGU Collective Bargaining Agreement, and reimbursement of such
 7 business leave recognizes the cost of ASEA members to administer that contract;
 8

9 **THEREFORE, BE IT RESOLVED that reimbursement received from a trust**
 10 **sponsored by ASEA for the use of business leave shall be deposited to the general**
 11 **funds of ASEA; and,**
 12

13 **BE IT FINALLY RESOLVED that the Business Manager shall review not less**
 14 **than quarterly the expected cash flow from the day-to-day operations of ASEA, and**
 15 **recommend to the Executive Board any excess funds that could be transferred to the**
 16 **Bargaining and Strike Account.**
 17

18 Withdrawal of Motion 06-114

19 Following debate, the maker and second withdraws Motion 06-0 without objection.
 20

21 Main Motion 06-115 (Proposed Resolution No. 24 - Continued)

22 Moved by Sue Layton, seconded by Wade Wahrenbrock

23 Recommendation by the State Executive Board: No Recommendation

24 Motion 06-115 failed 4:4 by the following Roll Call Vote: Chris Pace, yes; Karen Zubillaga, no; Sheila
 25 Fowlkes, no; Stephen Wright, yes; Sue Layton, yes; Wade Wahrenbrock, yes; Wyatt Wheeler, no; Gordon
 26 Glaser, no.
 27

28 (Note of Record: Proposed Resolution No. 24 will be submitted to the Convention Resolutions
 29 Committee without action by the Board.)
 30

31 (Note of Record: The Chair called for the evening recess at 3:52 p.m., to reconvene the following
 32 morning at 8:30 a.m.)
 33

34 **DAY 2**
 35

36 **CALL TO ORDER AND ROLL CALL (8:44 am)**

37 The special pre-convention business session of the State Executive Board convened in The Cedar Room,
 38 at the Goldbelt Hotel, Juneau AK and was called to order at 8:35 a.m. by President Gordon Glaser.
 39 Treasurer Karen Zubillaga, acting in the absence of Secretary Michael Williams, called the roll and noted
 40 for the record the following board members and staff to be present. The presence of a quorum was
 41 declared.
 42

43 Present were:

44 Chris Pace, Professional Representative

45 Gordon Glaser, President

46 Karen Zubillaga, Treasurer

47 N. Sue Layton, Administrative Support Representative

48 Sheila Fowlkes, Technical Representative

1 Stephen Wright, Southeast (Juneau) Representative
 2 Wade Wahrenbrock, Rural Representative
 3 Wyatt Wheeler, Central Area (Anchorage) Representative
 4 Jim Duncan, Business Manager (with voice; no vote)

5

6 Absences:

7 Barbara Brandt, Northern Region (Fairbanks-North Star Borough) Representative – excused;
 8 Gloria Eggleton, Class I Representative – excused; and,
 9 Michael Williams, Secretary – excused.

10

11 Also present: Administrative Assistant Roberta Holmes-Carter.

12

13 (Note of Record: The Chair called for at ease of the record.)

14

15 Main Motion 06-116 (Board Comments to Proposed Resolutions)

16 Moved by Sue Layton, seconded by Chris Pace

17 Comments attached to resolutions will be limited to clarification from the State Executive Board to the
 18 convention committees. Personal board member comments will not be attached to resolutions. Board
 19 comments will go forward on Resolutions 35, 36, stating these resolutions are recommendations to the
 20 CNC; and Resolution 37, stating “defined benefits” should be “defined contributions.”

21 Motion 06-116 passed by voice vote.

22

23 Main Motion 06-117 (Proposed Resolution No. 25)

24 Moved by Sue Layton, seconded by Chris Pace

25 Recommendation of the State Executive Board: Do Pass, as submitted

26

27 *Submitted by Sheila Fowlkes (Juneau Chapter)*

28

29 TO REQUIRE THAT THE ASEA STRIKE FUND BE MAINTAINED
 30 AND ENHANCED, AND BE SUBJECT TO WITHDRAWAL ONLY UPON
 31 APPROVAL BY 75% OF THE EXECUTIVE BOARD

32

33 WHEREAS, the ASEA/AFSCME Local 52 Strike Fund was initially established to be used only in the
 34 event of a strike; and,

35

36 WHEREAS, authorization was later granted for use of the ASEA/AFSCME Local 52 Strike Fund to
 37 cover bargaining-related expenses; and,

38

39 WHEREAS, the initial ASEA/AFSCME Local 52 Strike Fund was established in the approximate
 40 amount of \$1,000,000, and has not been inflation proofed; and,

41

42 WHEREAS, the delegates to the 2004 ASEA/AFSCME Local 52 Convention accepted the Budget
 43 and Audit Committee report, with the amendment passed requiring that all business leave
 44 reimbursements from the ASEA Health Trust and the ASEA Legal Trust be returned to the
 45 Bargaining and Strike Reserve Account (Motion 04-100); and,

46

47 WHEREAS, ASEA/AFSCME Local 52 expects to become engaged in touch bargaining during the
 48 next negotiations session, which may require a strike;

49

1 **THEREFORE, BE IT RESOLVED: The Union is directed to maintain and build its**
 2 **Bargaining and Strike Reserve Account; and,**

3
 4 **BE IT FURTHER RESOLVED: The Executive Board shall not authorize withdrawal from**
 5 **the Bargaining and Strike Reserve Account without a vote of at least 75% of the**
 6 **Board members.**

7
 8 Motion 06-117A (Motion to Table)

9 Moved by Wyatt Wheeler, seconded by Karen Zubillaga

10 To table Motion 06-116A and forward to the Biennial Convention Resolutions Convention
 11 indicating no action of the Board.

12 Motion 06-117A passed by voice vote.

13
 14 Main Motion 06-118 (Proposed Resolution No. 27)

15 Moved by Chris Pace, seconded by Sue Layton

16 Recommendation of the State Executive Board: No Recommendation

17 Debate is had on the motion.

18
 19 (Instruction from the Board: Business Manager to check with AFSCME on the constitutional question of
 20 the Board's voting authority to utilize BSRA funds.)

21
 22 Motion 06-118 passed by voice vote, with Wyatt Wheeler abstaining.

23
 24 Main Motion 06-119 (Proposed Resolution Nos. 1, 2, 3, 4, and 5)

25 Moved by Sue Layton, Seconded by Wyatt Wheeler

26 Recommendation of the State Executive Board: No Recommendation

27
 28 ***PROPOSED RESOLUTION NO. 1, submitted by Fred Brown (Midnight Sun Chapter), Michael***
 29 ***Thibodeau (Midnight Sun Chapter) (signatories), Chris Lyou, Sue Layton, Sheila Fowlkes, Willie***
 30 ***Dunne***

31
 32 TO PROTECT THE ASEA HEALTH AND LEGAL BENEFIT TRUSTS

33
 34 WHEREAS, in September 2003 the ASEA Executive Board filed judicial charges with the AFSCME
 35 Judicial Panel seeking a ruling that the ASEA Health and Legal Benefit Trusts are subordinate
 36 bodies of ASEA, and that the Trustees are subject to direction by the Executive Board, but the
 37 AFSCME Judicial Panel disagreed and Dismissed the charges in 2004; and,

38
 39 WHEREAS, in December 2003 Gordon Glaser filed similar judicial charges with the AFSCME
 40 Judicial Panel seeking a ruling that the ASEA Health and Legal Trusts are subordinate bodies of
 41 ASEA, and that the Trustees are subject to direction by the Executive Board, but the Judicial
 42 Panel also Dismissed these charges in 2004; and,

43
 44 WHEREAS, in September 2003 the ASEA Executive Board forced the ASEA Legal Trust to file a
 45 lawsuit to protect itself from takeover by the Executive Board, and the Executive Board
 46 countersued, asserting that the ASEA Legal Trust is a subordinate body of ASEA; and,

47
 48 WHEREAS, the Taft Hartley Act of 1947 prohibits an employer from transmitting employee
 49 benefit funds directly to a union; and,

50
 ASEA/AFSCME Local 52 State Executive Board
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 January 26-27, 2006 (Juneau AK)

1 WHEREAS, the ASEA Executive Board's attempt to take over fiduciary duties from the Health and
2 Legal Trust funds would have violated Federal Law; and,
3

4 WHEREAS, the Executive Board lost the lawsuit in a Summary Judgment decision in 2004, when
5 the Court concluded the ASEA Legal Trust acted appropriately in defending the members' trust
6 funds against this illegal action; and,
7

8 WHEREAS, results of a union information request reveal that ASEA spent _____ in its
9 failed attempt to take over the Legal Trust; and,
10

11 WHEREAS, according to court records, the ASEA Legal Trust spent over \$13,000 to defend itself
12 from takeover by the Executive Board; and,
13

14 WHEREAS, according to court records, ASEA was ordered to repay the Legal Trust \$30,343.90,
15 plus interest, for a small portion of the Trust's legal costs incurred, (although Executive Board
16 minutes do not reflect whether the payment as made); and,
17

18 WHEREAS, ON May 24, 2004, ASEA President submitted a motion to the Executive Board
19 requesting authorization to spend \$2,500 - \$5,000 to initiate an appeal of the Court decision, but
20 the motion was Defeated by the ASEA Executive Board 7-1; and,
21

22 WHEREAS, ASEA Executive Board minutes reflect that the Executive Board added to the initial
23 \$30,000 legal expense budget line item, by transferring at least \$70,000 from non-legal-related
24 budget line items, including the postage budget; and,
25

26 WHEREAS, ASEA Executive Board minutes reflect that ASEA consequently needed to draw all of
27 \$50,000 from the strike fund to pay negotiating committee and contract printing costs; and,
28

29 WHEREAS, in 2005 the ASEA President and a majority of the Executive Board members continued
30 to persist in their efforts to oversee the Health and Legal Trusts through legislative intervention,
31 by urging passage of language in SB 108 or HB 147, which would have placed the Health and
32 Legal Trusts under the further regulation by the Alaska Division of Insurance; and,
33

34 WHEREAS, the ASEA Political Action Committee (PAC) recommended no action be taken to
35 support legislative passage of language in SB 108 or HB 147, which would have cost Alaska's
36 union benefit trusts thousands of dollars per year in additional administrative expenses; and,
37

38 WHEREAS, numerous other unions, including Public Employees Local 71 and Public Safety
39 Employees Association, opposed the proposed added language in SB 108 and HB 147, such that
40 the proposed language was defeated; and,
41

42 WHEREAS, the ASEA President and Executive Board alienated ASEA from numerous other unions,
43 including Public Employees Local 71 and Public Safety Employees Association, by supporting the
44 proposed language in the face of opposition from the other unions; and,
45

46 WHEREAS, on March 21, 2005, the ASEA Executive Board ignored all 2004 Convention votes,
47 described below, which opposed added interference in the operations of the Trusts, and
48 permitted President Gordon Glaser to write letters to the administration and the legislature urging
49 State oversight of the Trusts (the vote was 5-4, as follows: Barbara Brandt, yes; Billie Benedict,
50 yes; Gloria Eggleton, yes; Larry Nakata, yes; Michael Williams, no; Stephen Wright, no; Sue
51 Layton, no; Toya Winton, yes; Wade Wahrenbrock, no; and Chair Gordon Glaser choosing not to
52 vote); and,
53

1 WHEREAS, on September 4, 2005, despite the seating of two new Executive Board members, in
 2 a tie vote of 4-4, the Executive Board failed to pass a motion to limit President Gordon Glaser's
 3 ability to transmit official correspondence on ASEA positions and policy, and make such draft
 4 correspondence subject to Executive Board review; and,
 5

6 WHEREAS, THE ASEA CONSTITUTION PROVIDES THAT, "THE CONVENTION IS THE SUPERIOR
 7 GOVERNING BODY OF THE UNION"; and,
 8

9 WHEREAS, the 2004 Convention delegates considered Resolution No. 8, Submitted by: Sheila
 10 Fowlkes (Juneau), to reject an Executive Board declaration that it would approve no more than
 11 four days of business leave for each ASEA Health Trust trustee per calendar year, and Passed the
 12 resolution: 43-32; and,
 13

14 WHEREAS, the 2004 Convention delegates considered Resolution No. 16, Submitted by: Mary
 15 Jane Sutliff (Anchorage), to require the ASEA Health Trust to post on its web site all contracts and
 16 agreements (which include confidential and proprietary bidding data), and Defeated the
 17 resolution: 40-38; and,
 18

19 WHEREAS, the 2004 Convention delegates considered Resolution No. 18, Submitted by: Mary
 20 Jane Sutliff (Anchorage), to require the ASEA Health Trust to hire an Executive Director, and
 21 Defeated the resolution: 46-34; and,
 22

23 WHEREAS, THE 2004 Convention delegates considered Resolution No. 20, Submitted by: Mary
 24 Jane Sutliff (Anchorage), to require the ASEA Health Trust to become a subordinate body of
 25 ASEA, and Defeated the resolution: 48-30; and,
 26

27 WHEREAS, the 2004 Convention delegates considered Resolution No. 23, Submitted by: Gordon
 28 Glaser (Anchorage), with the stated purpose of "Reform Of The Health And Legal Trusts," and
 29 Defeated the resolution: 43-34; and,
 30

31 WHEREAS, the 2004 Convention delegates considered Resolution No. 24-A, Submitted by:
 32 Gordon Glaser (Anchorage), which states that "the ASEA Health Benefits Trust should not be
 33 considered a separate legal entity from ASEA," and Defeated the resolution: 45-35; and,
 34

35 WHEREAS, the 2004 Convention delegates considered Resolution No. 24-B, Submitted by:
 36 Gordon Glaser (Anchorage), which states that "the ASEA Legal Trust will not be considered a
 37 separate legal entity," and Defeated the resolution: 44-34; and,
 38

39 WHEREAS, the 2004 Convention delegates considered Resolution No. 26, submitted by: Gordon
 40 Glaser (Anchorage), which would have authorized the Executive Board to spend up to \$9,500 for
 41 the purpose of contracting with a consulting firm to evaluate the Health Trust's management and
 42 health plan administration, and Defeated the resolution: 47-30;
 43

44 **THEREFORE, BE IT RESOLVED: The ASEA President, Executive Board, and**
 45 **subordinate bodies are directed to cease all efforts, and use of all union resources, to**
 46 **interfere in the operations of the ASEA Health Trust and ASEA Legal Trust; and,**
 47

48 **BE IT FURTHER RESOLVED: The ASEA President, Executive Board, PAC and other**
 49 **subordinate bodies are directed to preserve and protect the autonomy of the ASEA**
 50 **Health and Legal Trusts, and to oppose State interference in or further regulation of**
 51 **the operation of Alaska's union benefit trust; and,**
 52

1 **BE IT FURTHER RESOLVED: The ASEA President, Executive Board, and subordinate**
 2 **bodies are directed to refocus their attention on rebuilding leadership, organization**
 3 **and solidarity necessary to obtain a superior contract.**
 4



6
 7 ***PROPOSED RESOLUTION NO. 2***, submitted by Fred Brown (Midnight Sun Chapter), Michael
 8 *Thibodeau (Midnight Sun Chapter) (signatories), Chris Lyou, Sue Layton, Sheila Fowlkes, Willie*
 9 *Dunne*

10 TO PROTECT THE ASEA HEALTH TRUST'S PPO ARRANGEMENTS

11
 12
 13 WHEREAS, at least two ASEA Chapters have written letters to the ASEA Executive Board and the
 14 ASEA Health Trust expressing appreciation for the out-of-pocket cost reductions achieved by the
 15 Health Trust; and,

16
 17 WHEREAS, a significant portion of the medical cost savings achieved are due to the Health Trust
 18 instituting the preferred provider organization (PPO) program; and,

19
 20 WHEREAS, the ASEA President and certain members of the ASEA Executive Board have failed to
 21 use good judgment in their continuing attempts to require disclosures of confidential PPO contract
 22 information, which will make it more difficult for the ASEA Health Trust to continue controlling
 23 rising medical costs; and,

24
 25 WHEREAS, the ASEA Health Trust has been able to save millions of dollars in hospital and other
 26 medical costs, by participating in a PPO program; and,

27
 28 WHEREAS, the ASEA Constitution provides that, "The Convention is the superior governing body
 29 of the union";

30
 31 **THEREFORE, BE IT RESOLVED: The ASEA Health Trust is hereby commended for its**
 32 **efforts to achieve cost savings, including through its use of PPO arrangements, such**
 33 **as to be able to return savings to ASEA members in the form of lower out-of-pocket**
 34 **premiums; and,**

35
 36 **BE IT FURTHER RESOLVED: The ASEA Executive Board, President and subordinate**
 37 **bodies are directed to cease all efforts, and use of all union resources, to interfere in**
 38 **the ASEA Health Trust's efforts to control costs, including through its use of PPOs.**
 39



41
 42 ***PROPOSED RESOLUTION NO. 3***, submitted by Fred Brown (Midnight Sun Chapter), Michael
 43 *Thibodeau (Midnight Sun Chapter) (signatories), Chris Lyou, Sue Layton, Sheila Fowlkes, Willie*
 44 *Dunne*

45
 46 TO ENCOURAGE THE LEGAL AND HEALTH TRUSTS TO
 47 CONTINUE THEIR CURRENT LEVELS OF INFORMATION DISCLOSURES

48
 49 WHEREAS, the policy and goal of the ASEA Health and Legal Trust Trustees is to provide as much
 50 information disclosure and "transparency" as is fiscally responsible, as fiduciaries; and,
 51

1 WHEREAS, the ASEA Health and Legal Trusts are audited each year and publish the results to all
2 ASEA members; and,

3
4 WHEREAS, the ASEA Health and Legal Trusts release more financial data than all other similarly
5 situated trusts; and,

6
7 WHEREAS, the ASEA President and certain members of the ASEA Executive Board have failed to
8 use good judgment in their attempts to interfere in operations of the trusts, costing ASEA
9 members over \$200,000 in lost dues and trust funds, to pay legal expenses; and,

10
11 WHEREAS, the ASEA President and certain members of the ASEA Executive Board have failed to
12 use good judgment in their continuing attempts to require public disclosure of confidential PPO
13 contract and other information to the State Division of Insurance, despite the defeat of proposed
14 authorization Resolutions introduced in the 2004 ASEA Convention; and,

15
16 WHEREAS, disclosure of confidential PPO contract information will make it more difficult for the
17 ASEA Health Trust to continue controlling rising medical costs; and,

18
19 WHEREAS, disclosure of confidential PPO contract information and other sensitive financial
20 information will also such (sic) information available to the State Division of Labor Relations; and,

21
22 WHEREAS, State access to confidential and other sensitive financial information will make ASEA's
23 next health care contribution negotiations with the State protracted and difficult; and,

24
25 WHEREAS, the ASEA Constitution provides that, "The convention is the superior governing body of
26 the union";

27
28 **THEREFORE, BE IT RESOLVED: The ASEA Health and Legal Trusts are hereby**
29 **commended for their discretion to share essential information, while also protecting**
30 **sensitive and proprietary information; and,**

31
32 **BE IT FURTHER RESOLVED: The ASEA Executive Board, President and subordinate**
33 **bodies are directed to cease all efforts, and use of all union resources, to interfere in**
34 **the ASEA Health Trust's efforts to control costs, including through the use of PPO**
35 **agreements.**



38
39 ***PROPOSED RESOLUTION NO. 4, submitted by Fred Brown (Midnight Sun Chapter), Michael***
40 ***Thibodeau (Midnight Sun Chapter) (signatories), Chris Lyou, Sue Layton, Sheila Fowlkes, Willie***
41 ***Dunne***

42
43 TO ENCOURAGE THE HEALTH TRUST TO CONTINUE ITS
44 CURRENT PARTICIPATION WITH OTHER ALASKA AFL-CIO UNIONS
45 IN THE HCCMCA COALITION

46
47 WHEREAS, the ASEA President and certain members of the ASEA Executive Board have failed to
48 use good judgment in their continuing attempts to require Alaska's Trust Benefit Plans to disclose
49 confidential information to the State Division of Insurance; and,

50
51 WHEREAS, other Alaska AFL-CIO unions, including the Laborers' Local 71 and the Public Safety
52 Employees Association, have opposed such efforts; and,

ASEA/AFSCME Local 52 State Executive Board
Special Pre-Convention Meeting
January 26-27, 2006 (Juneau AK)

1
2 WHEREAS, at least two AEA Chapters have written letters to the ASEA Executive Board and the
3 ASEA Health Trust expressing appreciation for the out-of-pocket cost reductions achieved by the
4 Health Trusts; and,

5
6 WHEREAS, a majority of the medical cost savings achieved are due to the Health Trusts instituting
7 confidential PPO agreements, often by working with other unions and organizations to achieve
8 volume purchasing power; and,

9
10 WHEREAS, the ASEA Health Trust has chosen to achieve volume purchasing power by affiliating
11 with the Health Care Cost Management Corporation of Alaska ("the HCCMCA Coalition"); and,

12
13 WHEREAS, the ASEA Constitution provides that, "the convention is the superior governing body of
14 the union";

15
16 **THEREFORE, BE IT RESOLVED: The ASEA Health Trust is hereby commended for its**
17 **efforts to achieve cost savings, including through its participation and leadership role**
18 **in the HCCMCA Coalition, such as to be able to return savings to ASEA members in the**
19 **form of lower out-of-pocket premiums; and,**

20
21 **BE IT FURTHER RESOLVED: The ASEA Executive Board, President and subordinate**
22 **bodies are directed to cease all efforts, and use of all union resources, to interfere in**
23 **the ASEA Health Trust's efforts to control costs, including through its participation in**
24 **the HCCMCA Coalition.**



27
28 ***PROPOSED RESOLUTION NO. 5, submitted by Fred Brown (Midnight Sun Chapter), Michael***
29 ***Thibodeau (Midnight Sun Chapter) (signatories), Chris Lyou, Sue Layton, Sheila Fowlkes, Willie***
30 ***Dunne***

31
32 TO DECLARE OPPOSITION TO FURTHER
33 STATE REGULATION OF ALASKA'S BENEFIT TRUSTS

34
35 WHEREAS, the ASEA Health and Legal Trusts exist under the collective bargaining agreement between the
36 State and ASEA; and,

37
38 WHEREAS, the contract was overwhelmingly ratified by the membership and funded by the Legislature;
39 and,

40
41 WHEREAS, the Health Trust was further authorized under a letter of agreement with the Commissioner of
42 Administration, and regulated under AS 39 and 2 AAC; and,

43
44 WHEREAS, the ASEA President and certain members of the ASEA Executive Board have failed to use good
45 judgment by continuing their efforts to require Alaska's Trust Benefit Plans to be subject to additional
46 regulation and to disclose confidential information to the State Division of Insurance; and,

47
48 WHEREAS, in 2005 the ASEA President and a majority of the Executive Board members continued to
49 persist in their efforts to oversee the Health and Legal Trusts through legislative intervention, by urging
50 passage of language in SB 108 or HB 147, which would have placed the Health and Legal Trusts under the
51 further regulation by the Alaska Division of Insurance; and,

52
ASEA/AFSCME Local 52 State Executive Board
Special Pre-Convention Meeting
January 26-27, 2006 (Juneau AK)

1 WHEREAS, the ASEA Political Action Committee (PAC) recommended no action be taken to support
 2 legislative passage of language in SB 108 or HB 147, which would have cost Alaska's union benefit trusts
 3 thousands of dollars per year in additional administrative expenses; and,
 4

5 WHEREAS, the ASEA Executive Board ignored the PAC recommendations and, for the first time ever, took
 6 actions contrary to the recommendations of the PAC, apparently in favor of personal agendas against the
 7 Health Trust; and,
 8

9 WHEREAS, numerous other unions, including Public Employees Local 71 and Public Safety Employees
 10 Association, opposed the proposed added language in SB 108 and HB 147, such that the proposed
 11 language was defeated; and,
 12

13 WHEREAS, on March 21, 2005, the ASEA Executive Board ignored all 2004 Convention votes which
 14 opposed added interference in the operations of the Trusts, and permitted President Gordon Glaser to
 15 write letters to the administration and the legislature urging State oversight of the Trusts (the vote was 5-
 16 4, as follows: Barbara Brandt, yes; Billie Benedict, yes; Gloria Eggleton, yes; Larry Nakata, yes; Michael
 17 Williams no, Stephen Wright, no; Sue Layton, no; Toya Winton, yes; Wade Wahrenbrock, no; and Chair
 18 Gordon Glaser choosing not to vote); and,
 19

20 WHEREAS, on September 4, 2005, despite the seating of two new Executive Board members, in a tie vote
 21 of 4-4, the Executive Board failed to pass a motion to limit President Gordo Glaser's ability to transmit
 22 official correspondence on ASEA positions and policy, and make such draft correspondence subject to
 23 Executive Board review; and,
 24

25 WHERAS, The Director of the State Division of Insurance has testified that the Division already has
 26 sufficient authority to regulate the operation of Alaska's benefit trusts; and,
 27

28 WHEREAS, at least two ASEA Chapters have written letters to the ASEA Executive Board and the ASEA
 29 Health Trust expressing appreciation for the out-of-pocket cost reductions achieved by the Health Rustrs;
 30 and,
 31

32 WHEREAS, a significant portion of the cost savings achieved are due to the Health Trust keeping
 33 administrative costs low; and,
 34

35 WHEREAS, the ASEA Health Trust's administrative costs would be required to increase if the proposed
 36 regulatory requirements are instituted; and,
 37

38 WHEREAS, the ASEA Constitution provides that, "the Convention is the superior governing body of the
 39 union";
 40

41 **THEREFORE, BE IT RESOLVED: The ASEA Executive Board, President and all subordinate**
 42 **bodies are directed to cease all efforts, and use of all union resources, to encourage State**
 43 **interference in and further regulation of Alaska's benefit trusts.**
 44

45 **BE IT FURTHER RESOLVED: The ASEA Executive Board, the ASEA President and the ASEA**
 46 **Political Action Committee are directed to actively oppose any further State regulation of**
 47 **Alaska's benefit trusts.**
 48

49 (Note of Record: The gavel is passed to Karen Zubillaga, to allow Chair Gordon Glaser to comment on
 50 the motion.)
 51

52 Motion 06-119 passed by voice vote, with Gordon Glaser objecting.

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Main Motion 06-120 (Timeliness Determination)

Moved by Chris Pace, seconded by Sue Layton

Resolution 7 is determined by the State Executive Board to have been properly and timely submitted.

Motion 06-120 passed by voice vote.

Main Motion 06-121 (Proposed Resolution No. 7)

Moved by Sue Layton, seconded by Chris Pace

Recommendation of the State Executive Board: No Recommendation

Submitted by Stephen Wright (Juneau Chapter) (signatory), John Roxburgh

WHEREAS, the same-sex life partners of ASEA members cannot marry their partners in order to obtain spousal benefits, due to express prohibitions in Alaska law; and,

WHEREAS, the Alaska Supreme Court ruled, in October 2005, that it is unconstitutional, in light of this restriction, for a public sector employer to make spousal benefits contingent upon legal marriage unless an equivalent method is provided for same-sex couples to qualify for those benefits; and,

WHEREAS, domestic partner benefits, where offered, have been found to have had no appreciable impact on the cost of providing benefits; and,

WHEREAS, one of the primary objectives of this Union is, "To provide forceful and effective representation of the interests of union members in all matters relating to . . . terms and conditions of employment without regard to . . . sexual orientation," among other things [ASEA Constitution, Article 1]; and,

WHEREAS, the American Federation of State, County and Municipal Employees (AFSCME, our parent union) has been calling for domestic partner benefits since at least 1992, encouraging its locals to negotiate these benefits for their members;

THEREFORE, BE IT RESOLVED that ASEA/AFSCME Local 52 affirms its support for the principle of equal rights and benefits for all members, regardless of marital status or sexual orientation; and,

BE IT FURTHER RESOLVED that the ASEA Health Benefits Trust and the State Division of Retirement and Benefits are encouraged to implement the changes needed to comply with the Supreme Court's ruling at the earliest possible juncture; and,

BE IT FINALLY RESOLVED that the Contract Negotiating Committee is instructed to try, at the next available opportunity, to negotiate domestic partner benefits for all members regardless of sexual orientation.

Motion 06-121 passed by voice vote, with Wyatt Wheeler objecting.

Main Motion 06-122 (Proposed Resolution No. 12)

Moved by Sue Layton, seconded by Wade Wahrenbrock

Recommendation of the State Executive Board: Do Not Pass

1 **determined to be detrimental to the ASEA/AFSCME Local 52 Health Benefit Trust or**
 2 **ASEA Legal Services Trust by their respective Boards of Trustees.**

3
 4 Motion 06-123 passed 5:1 by the following Roll Call Vote: Chris Pace, yes; Sheila Fowlkes, yes; Stephen
 5 Wright, yes; Sue Layton, yes; Wade Wahrenbrock, yes; Wyatt Wheeler, no; Karen Zubillaga, abstain;
 6 Gordon Glaser choosing not to vote.

7
 8 Main Motion 06-124 (Proposed Resolution No. 32)

9 Moved by Sue Layton, Seconded by Chris Pace

10 Recommendation of the State Executive Board: Do Pass, as submitted

11
 12 *Submitted by Roberta Jassal (Anchorage Chapter)*

13
 14 WHEREAS, a primary mission of the Alaska State Employees Association is to promote solidarity
 15 and in so doing ASEA Union employees and members should not undermine other ASEA Union
 16 members on the job or to authorize others to do so, in a manner that is intended to benefit
 17 management or outside parties at the expense of the Union member; and,

18
 19 WHEREAS, members of our Union including Fred Brown, Chairman of the ASEA Health Benefits
 20 Trust, knowingly gave an outside party who is attorney Charles Dunnagan of Jermain, Dunnagan
 21 & Owens, the authority to undermine an ASEA Union member by authorizing Mr. Dunnagan either
 22 directly or indirectly to write directly to management who was ADEC SPAR Division Director Larry
 23 Dietrick for the purpose of undermining and harming Roberta Jassal through her State of Alaska
 24 employment and as an ASEA Union members; and,

25
 26 WHEREAS, such behavior goes against the primary mission of promoting solidarity and should be
 27 sanctioned by the ASEA Union as represented by the delegates to this convention; and,

28
 29 WHEREAS, despite the attached letters and the original letter from Mr. Dunnagan to state
 30 management, no apology to the ASEA Union or to Roberta Jassal has ever been forthcoming from
 31 either Mr. Dunnagan or the law firm of Jermain Dunnagan & Owens;

32
 33 **NOW, THEREFORE, BE IT RESOLVED, that the ASEA Union shall not hire, use or in any**
 34 **way support the law firm of Jermain Dunnagan & Owens for any ASEA Union business**
 35 **and by this resolution recognizes that partner Charles Dunnagan has demonstrated**
 36 **anti-solidarity and anti-union sentiments in his actions against an ASEA Union**
 37 **member.**

38
 39 Motion 06-124 passed 4:0 by the following Roll Call Vote: Chris Pace, recuses himself; Sheila Fowlkes,
 40 yes; Stephen Wright, yes; Sue Layton, yes; Wade Wahrenbrock, yes; Wyatt Wheeler, abstain; Karen
 41 Zubillaga, abstain; Gordon Glaser choosing not to vote.

42
 43 Main Motion 06-125 (Proposed Resolution No. 43)

44 Moved by Sue Layton, seconded by Sheila Fowlkes

45 Recommendation of the State Executive Board: Do Not Pass

46
 47 *Submitted by Eileen Olson (Anchorage Chapter)*

48
 49 WHEREAS: the ASEA membership receives health insurance benefits through the ASEA/AFSCME
 50 Local 52 Health Benefits Trust; and,

ASEA/AFSCME Local 52 State Executive Board
 Special Pre-Convention Meeting
 January 26-27, 2006 (Juneau AK)

1
2 WHEREAS: the ASEA/AFSCME Local 52 Health Benefits Trust board of trustees and other Trust
3 fiduciaries carry fiduciary liability and related insurance for their decisions and actions as
4 fiduciaries at the expense of the ASEA membership by and through the Health Benefits Trust
5 fund; and,
6

7 WHEREAS: knowledgeable governance and sound risk management practices are critical in
8 managing risk and in minimizing expenses for fiduciaries as well as ASEA members as Trust
9 beneficiaries; and,
10

11 WHEREAS: leading insurance underwriter Chubb has prepared booklets on governance hailed by
12 the U.S. Department of Labor as models for governance; and,
13

14 WHEREAS: the two following booklets, "Directors & Officers Liability Loss Prevention Guidelines
15 for Not-for-Profit Organizations" found at <http://www.chubb.com/businesses/csi/chubb3439.pdf>
16 and "Fiduciary Liability Loss Prevention" found at
17 <Http://www.chubb.com/businesses/csi/chubb2218.pdf> provide detailed information on standards
18 for officers and for non-profit organizations such as the ASEA/AFSCME Local 52 Health Benefits
19 Trust; and,
20

21 WHEREAS: the booklets include practical and specific information such as this excerpt from the
22 non-profit publication listed above: "Minutes should reflect the results of any vote taken and
23 identify by name all directors who voted against an approved transaction. Directors should
24 carefully review, not only minutes of meetings that they attend, assuring themselves that the
25 minutes accurately document what transpired at the meeting and their own individual
26 participation, but also the minutes of any meeting that they did not attend. If the absent director
27 dissents or disagrees with actions taken at the meeting, the objections should be placed in writing
28 and submitted to the board for its information and for filing in the organization's minute book";
29 and,
30

31 WHEREAS: The ASEA membership as Trust beneficiaries would benefit financially and in terms of
32 receiving equitable and consistent health benefits if industry-acknowledged standards and best
33 governance practices are followed;
34

35 **NOW, THEREFORE BE IT RESOLVED: The ASEA/AFSCME Local 52 Health Benefits**
36 **Trust should for all intents and purposes and as applicable for a like-organization**
37 **follow the standards set forth in the booklets listed above; and,**
38

39 **BE IT FURTHER RESOLVED: that the Health Trust shall be advised by this resolution**
40 **not only that they should follow recognized standards such as those listed above, but**
41 **should demonstrate to the membership that they follow substantively identical**
42 **standards through the issuance of a statement to the membership within 60 days of**
43 **the end of the 2006 ASEA Biennial Convention.**
44

45 Motion 06-125A (Motion to Table)

46 Moved by Karen Zubillaga, seconded by Stephen Wright

47 To table Motion 06-125

48 Motion 06-125A passed 5:1 by the following Roll Call Vote: Chris Pace, abstain; Karen
49 Zubillaga, yes; Sheila Fowlkes, yes; Stephen Wright, yes; Sue Layton, no; Wade Wahrenbrock
50 yes; Wyatt Wheeler, yes, Gordon Glaser choosing not to vote.
51

1 Main Motion 06-126 (Proposed Resolution No. 43 - Continued)

2 Moved by Sue Layton, seconded by Sheila Fowlkes
3 Recommendation of the State Executive Board: No Recommendation

4

5 Amendment 06-126A (Board's Comments)

6 Moved by Wade Wahrenbrock, seconded by Sheila Fowlkes
7 To reflect a "No Recommendation" vote has basis on knowledge of current litigation underway by
8 referenced parties as identified in Resolution No. 43.
9 Motion 06-126A passed by voice vote, with Chris Pace abstaining.

10

11 Motion 06-126B (Motion to Table)

12 Moved by Karen Zubillaga, seconded by Wyatt Wheeler
13 To table Motion 06-126A.

14 Motion 06-126B failed 2:4 by the following Roll Call Vote: Chris Pace, abstain; Karen Zubillaga,
15 yes; Sheila Fowlkes, no; Stephen Wright, no; Sue Layton, no; Wade Wahrenbrock, no; Wyatt
16 Wheeler, yes; Gordon Glaser choosing not to vote.

17

18 Motion 06-126, as amended, passed 4:1 by the following Roll Call Vote: Chris Pace, abstain; Sheila
19 Fowlkes, yes; Stephen Wright, yes; Sue Layton, yes; Wade Wahrenbrock, yes; Wyatt Wheeler, no; Karen
20 Zubillaga, abstain; Gordon Glaser choosing not to vote.

21

22 (Note of Record: The Chair called for a brief break at 9:47 a.m., resuming the record at 10:07 a.m.)

23

24 **NEW BUSINESS - Constitutional Amendments**

25 Main Motion 06-127 (Submittal Determination)

26 Moved by Chris Pace, seconded by Wyatt Wheeler
27 Constitutional Amendment Nos. 1 and 2 are accepted as properly submitted.
28 Motion 06-127 passed by voice vote.

29 Proposed Constitutional Amendment No. 1: section 2.02

30

31 Main Motion 06-128 (Proposed Constitutional Amendment No. 1)

32 Moved by Sue Layton, seconded by Wyatt Wheeler
33 Recommendation of the State Executive Board: Do Not Pass

34

35 *Submitted by Stephen Wright (Anchorage Chapter) (signatory), John Roxburgh*

36

37 2.02 Headquarters.

38

39 The headquarters of the union shall be in ~~Anchorage~~-Alaska. The executive board may provide
40 for such additional offices as may be necessary to carry out the work of the Association.

41

42 Motion 06-128 failed 2:5 by the following Roll Call Vote: Chris Pace, no; Karen Zubillaga, no; Sheila
43 Fowlkes, no; Stephen Wright, no; Sue Layton, yes; Wade Wahrenbrock, no; Wyatt Wheeler, yes; Gordon
44 Glaser choosing not to vote.

45

1 Main Motion 06-129 (Proposed Constitutional Amendment No. 1 - Continued)

2 Moved by Sue Layton, seconded by Chris Pace

3 Recommendation of the State Executive Board: Do Pass, as submitted

4 Motion 06-129 passed 6:1 by the following Roll Call Vote: Chris Pace, yes; Karen Zubillaga, yes; Sheila
5 Fowlkes, yes; Stephen Wright, yes; Sue Layton, yes; Wade Wahrenbrock, yes; Wyatt Wheeler, no;
6 Gordon Glaser choosing not to vote.

7 Proposed Constitutional Amendment No. 2: section 6.03

8

9 Main Motion 06-130 (Proposed Constitutional Amendment No. 2)

10 Moved by Sue Layton, seconded by Wyatt Wheeler

11 Recommendation of the State Executive Board: Do Not Pass

12

13 *Submitted by Stephen Wright (Anchorage) (signatory), John Roxburgh*

14

15 6.03 Meeting Time, Place, Date.

16 The convention shall meet at such time, place and date as shall be determined by the State Executive
17 Board, provided, however, that the convention shall ~~not be held only during the months of February or~~
18 ~~March in the same city two or more times consecutively.~~ The convention shall be held in every even
19 ~~numbered fifth~~ year.

20

21 Motion 06-130 passed by voice vote, with Stephen Wright objecting.

22 Proposed Constitutional Amendment No. 3: subsection 7.02.B

23

24 Main Motion 06-131 (Proposed Constitutional Amendment No. 3)

25 Moved by Wade Wahrenbrock, seconded by Sue Layton

26 Recommendation of the State Executive Board: Do Pass, as submitted

27

28 Whereas, Article 7.02.B of the ASEA Constitution reads:

29 The four regional board members shall be elected, one each, from the regions described
30 below:

31 1. Northern Region (Fairbanks area): The Northern Region shall consist of
32 ASEA/AFSCME Local 52 members in Fairbanks – Northstar Borough.

33 2. Central Region (Anchorage area): The Central Region shall consist of
34 ASEA/AFSCME Local 52 members in the municipality of Anchorage.

35 3. Southeast Region (Juneau area): The Southeast Region shall consist of
36 ASEA/AFSCME Local 52 members in the City and Borough of Juneau.

37 4. Rural Region: The Rural Region shall consist of ASEA/AFSCME Local 52
38 members in all areas not included in B.1.2, and 3 above.

39

40 *Submitted by Laureen Medlin (Nome Chapter)*

41

42 The Nome Chapter of the Alaska State Employees Association moves the delegation of the
43 convention to amend our current constitution to include an additional seat on the ASEA Executive
44 Board. Currently eleven (11) members hold office to the ASEA Executive Board the newly
45 established twelfth (12) Chair will represent the ASEA Local 52 Bush community members and be

1 known as the Bush Executive Board Member. This will allow the bush regions full representation
2 and allow them a full vote in executive matters of the ASEA Local 52 Union.

3
4 Motion 06-131 passed by voice vote.

5 Proposed Constitutional Amendment No. 4: subsection 6.07.B.2

6
7 Main Motion 06-131 (Proposed Constitutional Amendment No. 4)

8 Moved by Sue Layton, seconded by Sheila Fowlkes

9 Recommendation of the State Executive Board: Do Pass, as submitted

10
11 *Submitted by Jacob Gemmell (Juneau Chapter)*

12
13 6.07.B.2. Proposed amendments to this constitution can and shall be submitted in writing to the
14 executive board at least ~~thirty (30)~~ forty-five (45) days prior to the regular convention or thirty (30)
15 days prior to a special convention at which a vote is to be taken.

16
17 Motion 06-131 passed by voice vote.

18 Proposed Constitutional Amendment No. 5: subsection 7.02.E

19
20 Main Motion 06-132 (Proposed Constitutional Amendment No. 5)

21 Moved by Sue Layton, seconded by Chris Pace

22 Recommendation of the State Executive Board Committee: Do Pass, as submitted

23
24 *Submitted by Sheila Fowlkes (Juneau Chapter) (signatory), Chris Pace, Fred Brown*

25
26 ASEA Constitution Art. 7.02.E is deleted and restated as follows:

27
28 Regional and Occupational classifications for Administrative, Technical and Professional GGU
29 employees shall be assigned in accordance with the state's classification system, for voting and
30 officer eligibility purposes. With good cause, the Executive Board may develop and publish
31 written criteria for deviation from the state's classification system, to be uniformly applied. If the
32 Board determines a deviation is necessary, it will send written notice of its findings and criteria to
33 affected regional and/or job classes, prior to the annual notice of nominations and elections.

34
35 Sue Layton calls for the question without objection.

36 Motion 06-132 passed by voice vote, with Karen Zubillaga and Stephen Wright objecting.

37 Proposed Constitutional Amendment No. 6: subsections 7.02.B.1,2, C, D; section 7.03

38
39 Main Motion 06-132 (Proposed Constitutional Amendment No. 6)

40 Moved by Wyatt Wheeler, seconded by Karen Zubillaga

41 Recommendation of the State Executive Board: Do Pass, as submitted

42
43 Motion 06-132A (Motion to Postpone)

44 Moved by Wade Wahrenbrock, seconded by Sue Layton

1 To postpone Motion 06-132 to after lunch, to allow the sponsor the opportunity to call in and
 2 explain his intent in sponsoring this amendment.
 3 Motion 06-132A passed by voice vote.

4 Proposed Constitutional Amendment No. 8: section 12.03

5
 6 Main Motion 06-133 (Proposed Constitutional Amendment No. 8)

7 Moved by Wyatt Wheeler, seconded by Karen Zubillaga
 8 Recommendation of the State Executive Board: Do Pass, as submitted

9
 10 *Submitted by Sheila Fowlkes (Juneau Chapter)*

11
 12 ASEA Constitution Article 12.08 Duties of the Elected ~~Negotiators~~Contract Negotiating Committee
 13 Duties of the elected ~~negotiators~~contract negotiating committee are as follows:

14
 15 Amendment 06-134A (Board Comment)

16 Moved by Chris Pace, seconded by Sheila Fowlkes

17 To add to the Board's recommendation on proposed Constitutional Amendment No. 8 the
 18 suggestion for the Constitutional Amendments Committee to add a new section 12.03.F, to read,
 19 "Alternates shall be allowed to attend all negotiation sessions."

20 Amendment 06-134A passed, without objection.

21
 22 (Note of Record: The Chair called for a lunch break at 11:05 a.m., to resume the record at 12:00 noon.)

23
 24 **MEMBER COMMENTS (time certain, 12:00 noon to 1:00 p.m.)**

25 A telephonic connection was established at 12:00 noon for all incoming calls from members wishing to
 26 address the Board, with business continuing until such time a call is joined.

27
 28 Michael Williams (Anchorage Chapter) Sponsor, Proposed Constitutional Amendment No. 6.

29
 30 **NEW BUSINESS – Proposed Constitutional Amendments (Continued)**

31 Proposed Constitutional Amendment No. 6: subsections 7.02.B.1,2, C, D; section 7.03 (Continued)

32 Sponsor Mike Williams, speaking telephonically with the Board, withdrew proposed Constitutional
 33 Amendment No. 6, with no objection from the maker or second of the motion.

34
 35 Main Motion 06-133 Restated (Proposed Constitutional Amendment No. 8 – Continued)

36 Moved by Wyatt Wheeler, seconded by Karen Zubillaga
 37 Recommendation of the State Executive Board: Do Pass, as submitted

38
 39 *Submitted by Sheila Fowlkes (Juneau Chapter)*

40
 41 ASEA Constitution Article 12.08 Duties of the Elected ~~Negotiators~~Contract Negotiating Committee
 42 Duties of the elected ~~negotiators~~contract negotiating committee are as follows:

43
 44 Amendment 06-133A (Board Comment)

45 Moved by Chris Pace, seconded by Sheila Fowlkes

1 To add to the Board's recommendation on proposed Constitutional Amendment No. 8 the
 2 suggestion to add a new section 12.03.F, to read, "Alternates shall be allowed to attend all
 3 negotiation sessions."

4 Amendment 06-133A passed, without objection.

5
 6 Motion 06-133 as amended with comment, passed, with Karen Zubillaga and Wyatt Wheeler objecting.

7 Proposed Constitutional Amendment No. 7: section 12.03

8
 9 Main Motion 06-134 (Proposed Constitutional Amendment No. 7

10 Moved by Sue Layton, seconded by Chris Pace

11 Recommendation of the State Executive Board: Do Not Pass

12
 13 *Submitted by Jerry Farrington (Cook Inlet Chapter)*

14
 15 12.03 Duties of Elected Negotiators

16
 17 Add at B:

18 The negotiating team consisting of 6 primary delegates and 6 alternates shall assemble to review
 19 and prepare our contract for negotiations with input from all ASEA members. Once the contract
 20 is prepared 6 primary members (alternates in their absence) shall meet to negotiate the contract.
 21 A quorum of 4 is required at any negotiating session.

22
 23 Change B to C.

24 Change C to D.

25 Change D to E.

26 Change E to F.

27
 28 Motion 06-134 passed, with Wyatt Wheeler and Karen Zubillaga objecting.

29 Proposed Constitutional Amendment No. 9: Appendix B (Ref: sections 6.02, 10.02)

30
 31 Main Motion 06-135 (Proposed Constitutional Amendment No. 9)

32 Moved by Wade Wahrenbrock, seconded by Wyatt Wheeler

33 Recommendation of the State Executive Board: Do Pass, as submitted

34
 35 *Submitted by Laureen Medlin (Nome Chapter)*

36
 37 Part A: The Nome Chapter of the Alaska State Employees Association proposes the ASEA
 38 members currently residing in Barrow and presently represented by the Fairbanks/Midnight Sun
 39 Chapter separate from this non-Bush Chapter and become members of the Nome Chapter in
 40 order to obtain true Bush representation.

41
 42 Part B: The Nome Chapter of the Alaska State Employees Association further proposes, in
 43 connection with the passage of Part A of this amendment before the delegation, that the current
 44 name of the Nome Chapter be changed from the "Nome Chapter" to the "Northern Lights
 45 Chapter" whose representation would then include Nome, Kotzebue, and Barrow.

1 (Note of Record: The Chair calls for a 5-min break at 1:00 p.m.; the telephonic connection is terminated
 2 for Member Comments and it is noted that no calls were received from other than Michael Williams;
 3 resuming the record at 1:11 p.m.)
 4

5 Main Motion 06-135 Restated (Proposed Constitutional Amendment No. 9 - Continued)

6 Moved by Wade Wahrenbrock, seconded by Wyatt Wheeler

7 Recommendation of the State Executive Board: Do Pass, as submitted

8 Motion 06-135 was withdrawn by Wade Wahrenbrock and Wyatt Wheeler, without objection.
 9

10 Main Motion 06-136 (Proposed Constitutional Amendment No. 9 – Continued)

11 Moved by Sue Layton, seconded by Wade Wahrenbrock

12 Recommendation of the State Executive Board: Do Not Pass, as procedure is already set out in sections
 13 6.02 and 10.02 of the ASEA Constitution, with added comment that the State Executive Board is
 14 currently addressing changes in chapter jurisdictional boundaries to comply with the constitution. The
 15 Board is favorable to the changes reflected in Proposed Constitutional Amendment No. 9.
 16 Motion 06-136 passed by voice vote.
 17

18 /completes review of the proposed constitutional amendments, in accordance with subsection 6.07.B.2. of
 19 the ASEA Constitution.
 20

21 **REPORTS – Business Manager’s Report (Continued)**

22 Budget Review/Update

23 FY06 Budget

24 Business Manager Jim Duncan reviewed the FY06 Budget and Financials with the Board.

25 Business Leave is healthy, but usage will increase due to the Political Education Leadership Conference,
 26 Chapter Officers Training, and the 11th Biennial Convention, and that balance will be sharply dropping.

27 Specifically pointed out were the following:

28 REVENUES

29 Dues:

- 30 • Membership Dues shows over budget \$3,991 for month; over budget \$14,060 for year, due to
 31 stabilizing membership and Collections efforts.
- 32 • Gross Dues surplus for the month of December is \$,4331, for the year is \$51,721.

33 Net Dues Revenues:

- 34 • Over budget \$10,065 for the month; over budget \$66,234 for the year.

35 Other Revenue:

- 36 • AFSCME Grants/Contributions - \$45,100 was budgeted for the Political Education Leadership
 37 Conference; AFSCME has approved a grant for up to \$50,000, and that will be billed upon
 38 completion of the event.
- 39 • BSRA Contributions – the requested and approved \$19,000 will be transferred from the BSRA to
 40 the budget in January.

41 TOTAL REVENUES

- 42 • Over budget \$10,038 for the month; over budget \$47,872 for the year.

43 EXPENSES
 44

1 Payroll Expense:

- 2 • Total Salaries & Wages – slightly over \$2,207 for month; under \$11,672 for year.

3 Taxes & Benefits:

- 4 • Under budget \$939.00 for the month; under budget \$22,024 for the year.

5 Total Payroll Expense:

- 6 • Under budget \$939 for the month; under budget \$33,696 for the year.

7 Total Operating Expense:

- 8 • Under budget \$3,317 for the month; under budget \$4,831 for the year.

9 Governance Expense:

- 10 • ASEA Convention – reflects supplies that have been ordered.
 11 • Executive Board Expense – under budget \$2,398 for the month; under budget \$9,279 for the year;
 12 keeping in mind there is only one more physical meeting in this fiscal year.

13 Total Governance Expense:

- 14 • Under budget \$2,802 for the month; under budget \$14,655 for the year.

15 Committee Expense:

- 16 • Bush Committee has a \$5,000 budget.
 17 • Women’s Committee has a \$5,000 budget, due to a \$1,000 contribution from the Midnight Sun
 18 Chapter and adopted by the State Executive Board at their last meeting.

19 Total Committee Expense:

- 20 • Under budget \$2,007 for the month; under budget \$9,375 for the year.

21 Contract Administration:

- 22 • An explanation of the arbitration process and the allocation of billing charges by an arbitrator was
 23 given.

24 Total Contract Administration:

- 25 • Over budget \$6,071 for the month; under budget \$3,853 for the year.

26
 27 MEMBER ADVANCEMENT PROGRAM (MAP)

28 Organizing:

- 29 • Organizing Grant Support – This is a new line item. We have received a grant from AFSCME for
 30 \$21,560 and that has been applied 100% against the Sitka organizing campaign. This does not
 31 include any salary for organizers; this only includes travel, per diem, hotel, printing for brochures,
 32 etc.

33
 34 (Instruction from the Board: The Chair requests the Business Manager to provide the breakdown of
 35 organizing costs for Sitka campaign, inclusive of salaries.)

36
 37 Total Organizing:

- 38 • Over budget \$1,589 for the month; under budget \$23,317 for the year.

39 Member Services:

- 40 • The larger of the expenditures were for the elections that is ongoing; and the C.O.P.E.
 41 Assessment, which is under budget \$584 due to the decline in ASEA’s membership. Payable to
 42 the AFL-CIO, the C.O.P.E. Assessment is based on a per capita of \$2.00 per member.
 43 • New Line Items - Political Education Leadership Conference, \$90,200; and Chapter Officer
 44 Training, \$23,800, both approved by the Board.

45 Total Member Services:

- Under budget \$5,006 for the month; under budget \$17,888 for the year.

Total Map Expense:

- Under budget \$3,417 for the month; under budget \$41,205 for the year.

TOTAL EXPENSES

- Under budget \$6,411 for the month; under budget \$107,615 for the year.

NET INCOME (EXPENSE)

Deficit is \$155,487. The Business Manager is confident and hopeful that we can continue to reduce that deficit.

Main Motion 06-137 (Adjustment to Budget FY06)

Moved by Karen Zubillaga, seconded by Wyatt Wheeler

Increase the budget line item Organizing Expenses, \$21,560, with the note that the Union has received an AFSCME grant for \$21,560 to pay for the City of Sitka Organizing.

Motion 06-137 passed by voice vote.

EZ Biz Alaska AirMiles Account

This is not shown as an asset on our books; it does not go through accounting.

As of December 31, 2005, the Union had available 438,054 miles. We did not do any award redemptions in 2005.

As of January 20, 2006, the Union had available 461,906 miles.

Collections Report

Original estimated total of outstanding dues owed from active employees	\$167,000.00
Less dues collected	<u>(45,071.63)</u>
	\$121,928.37
Less payment plans agreed to	<u>68,638.02</u>
Net estimated total outstanding dues owed	\$ 53,290.35
Employee Status code breakdown:	
Full-time	360
Part-time	63
Full-time Seasonal	60
Part-time Seasonal	<u>7</u>
TOTAL	490

Cash Received

September Collections	\$ 2,375.56
October Collections	14,110.03
November Collections	10,269.02
December Collections	<u>18,318.02</u>
Past Dues Collected thru 12/31/05	\$45,071.63

Payment Plans Agreed to:

Estimated Collectable Outstanding Dues	\$68,638.02
Expected Monthly Cash Payments (from payment Plans)	5,470.00*

*Monthly cash receivable amount good through approximately December 2006

1
2 There was discussion on the format of the Collections Report. The Business Manager will prepare this
3 report in a comparative format for the next board meeting.

4 Business Leave Report

5 The business leave report ties into the figures on the balance sheet. It is noted that each month in 2005,
6 there were more contributions than we had usage. The Leave Bank balance is \$645,197.91 as of the end
7 of December 2005.

8 New Membership Trend

9 The Union continues to experience stabilization of membership. During the years 2003 and into 2004, we
10 experienced a decline in membership because of impact to the state's operating budget. That has
11 stabilized and we actually saw in 2005 an increase in our membership due to 1) we are approaching an
12 election year and the budget is being increased instead of being reduced; 2) our Collections efforts have
13 intensified; and 3) the Union has been very aggressive in challenging transfers from the General
14 Government Unit to the Supervisory Unit and we have been successful in some of those.

15 It is noted that the membership fluctuates due to the seasonal employees.

16 New Hire Orientation

17 The Union has become very aggressive with our New Hire Orientation. New Hire Orientations are
18 scheduled weekly in the ASEA offices (Anchorage, on Tuesday at noon and 4:30 p.m.; Juneau and
19 Fairbanks, on Wednesdays at noon), and now requires mandatory attendance in accordance with the
20 Collective Bargaining Agreement. Rural new hires are being teleconferenced in for the New Hire
21 Orientations.

22 Petitions for Unit Clarifications and Appeals

23 The Union is working very aggressively on all attempts to diminish the General Government Unit.

24
25 As of December 15, 2005 to present:

- 26 • 1 filled PCN was transferred from the SU to the GGU
- 27 • 1 vacant PCN was transferred from the SU to the GGU
- 28 • 7 Unit Clarifications have been filed (objections by the Union) to PCNs being transferred out of
29 the GGU
- 30 • 3 Motions for Reconsiderations have been filed in response to ALRA's decisions to uphold
31 transfers out of the GGU

32 Grievance and Arbitrations Report

33 The Business Manager reviewed the status of grievances and arbitrations.

- 34 • Step IV Arbitration Hearing Held January 9, 2006: Bill Johnson/Health Trust Eligibility
35 Grievance; decision is pending.
- 36 • Step IV Arbitration Held January 24, 2006: Doug Carson/Calculation of SOA Health Benefits
37 Contribution; decision is pending.

38 39 Labor-Management Committees

1 Saturday/Sunday Differential Labor-Management Committee: First meeting was held at 10:30 a.m.,
2 January 27, 2006. Members of the committee are as follows:

3
4 Doreen Baxter (Primary) – Fairbanks Pioneers Home
5 Ellen Webb (Alternate) – Fairbanks Pioneers Home
6 Cassandra Lynch – Anchorage Pioneers Home
7 Elizabeth Sanchez – Palmer Pioneers Home
8 Sheilla Malabanan – Ketchikan Pioneers Home
9

10 Staff Representatives are Kelly Brown and Chilly Felder; State representatives are Benthe Mertl-
11 Posthumos.

12
13 (Instructions from the Board: President Glaser requested the Business Manager to provide any minutes, if
14 not confidential, that are kept within the Labor-Management Committees to be shared with the State
15 Executive Board and kept apprised of each committee.)
16

17 Emergency Assistance Labor-Management Committee: Staff Representative Bill Johnson is still working
18 on recruiting members for the committee.
19

20 OT Eligibility Labor-Management Committee: Staff Representative, Dick Isett; The state has indicated
21 they are ready to move forward in the process. Five participant names are being considered: Michael
22 Williams, Patricia Nault, Gary Scarbrough, Frank Puschak, and Jeff Barnhart.
23

24 Ergonomics Labor-Management Committee: Staff Representative, Doug Carson; any member would be
25 eligible to participate in this committee. A broadcast email has yet to be sent out in the recruitment of
26 committee participants. Doug is still identifying affected members; this committee is not yet in place.
27

28 (Note of Record: The Chair called for a 10-minute break.)

29 Steward/MAT Training

30 The following progress was reported:

- 31 • Sitka Chapter - Four new stewards have been recruited.
- 32 • Seward Chapter – Continuing chapter officer guidance in union procedures and activities. Two
33 new stewards have been recruited.
- 34 • Anchorage Chapter - Assisting in mapping worksites.

35 Catastrophic Leave Bank

36 As of December 15, 2005, to present, we have had nine members who have requested Catastrophic Leave.
37 Two members have been approved as their leave balances are below what is needed to keep their health
38 insurance. The remaining seven members do not need Catastrophic Leave at this time as their leave
39 balances are adequate.

40 Emergency Leave Bank

41 As of January 23, 2006, we have 603 participants in the Emergency Leave Bank, reflecting an increase of
42 18 new participants since the last board meeting. From December 1, 2005, through January 20, 2006,

1 6 members have applied for Emergency Leave, 4 members were approved, and 2 members are currently
2 under review.

3 Injury Leave

4 No Injury Leave has been requested since November 2005.

5

6 (Note of Record: Off the record for discussion of organizing, resuming the record at 3:09 p.m.)

7 Rural Chapter Travel

8 Mat-Su Chapter visits by Chilly, assisting chapter reorganization.

9 Sitka Chapter visits by Sam, George, Reber, and Jim, related to the Sitka organizing efforts.

10 Political Action Program

11 Voluntary PAC Contributions

12 Since December 7, 2005, there was an increase of 23 new participants.

13 Member Advancement Program (MAP)

14 Since December 7, 2005, there was an increase of 102 participants.

15 Officer Training

16 Officer Training has been confirmed for Wednesday, March 15, 2006, beginning at 8:00 a.m. Invitations
17 were sent out to all chapter officers (table officers: president, secretary, treasurer, and vice presidents).

18 Political Action Program (Continued)

19 Political Education Leadership Conference

20 The Business Manager goes over the tentative agenda for the Political Education Leadership Conference,
21 inclusive of the plan for a Labor Rally on the Capitol steps at 12:30 p.m. (AFL-CIO President Jim
22 Sampson will lead the rally) on the 2nd day of the conference, and participants are being scheduled
23 visitations with their legislators.

24 SB 141

25 The coalition of Unions decided not to go forward with legal action but are working to hire an
26 independent actuary to go over figures of the defined contribution system and come up with a possible
27 alternative plan that we might present for legislation at the next session. ASEA has committed to
28 \$10,000.

29 The Business Manager will be evaluating the letter sent out to all GGU members who have not
30 vested regarding the option that they may move from a defined benefit plan to the defined contribution
31 plan, to determine how the Union will respond to that.

32 AFL-CIO Legislative Conference

33 The Business Manager reported that AFL-CIO Vice Presidents Jim Duncan, Gordon Glaser, Ernie
34 Thomas; PAC Chair Chris Pace; and ASEA Lobbyist Fate Putman attended the AFL-CIO Legislative
35 Conference in Juneau on January 24-25, 2006, and with a number of ASEA members, attended the AFL-
36 CIO dinner the evening of January 24th. A number of presentations were offered.

37 Gordon Glaser also reported his attendance, as well as PAC Chair Chris Pace.

Atwood Building Parking

Nothing new except what came out in *The Anchorage Daily* News, today, January 27th: The Municipality is going to trade some property for a parking lot in front of the Atwood Building at 3rd and G, plus cash; plus utilization of the J.C. Penney parking lot upon completion of the upgrade of that facility, for a total of 300 slots.

LA Retirement Conference

Business Manager Jim Duncan attended the AFSCME-sponsored Los Angeles Retirement Conference, appearing as a panelist to speak about how defined contribution legislation is going to impact Alaska and its public employees. It was a good and informative conference. Mike Williams attended as a member of the ARM (Alaska Retirement Management) Board, at the invitation of AFSCME.

Lobbyist Report

Main Motion 06-138 (Executive Session)

Moved by Wyatt Wheeler, seconded by Wade Wahrenbrock

To enter into executive session to protect the confidentiality of negotiations and/or litigation.

Motion 06-138 passed by voice vote.

(Note of Record: The State Executive Board entered into executive session at 3:45 p.m., resuming general session at T8-966.)

REPORTS – President’s Report

Chapter Jurisdiction Subcommittee Report

The Chair reports that this report will hopefully be ready for the May board meeting, from the Subcommittee of Stephen Wright, Barbara Brandt, Wade Wahrenbrock, and Michael Williams.

Vision Implementation Subcommittee Report (Retreat Strategies Implementation)

SUE LAYTON: Gloria, I spoke with her prior to the meeting. We have had a couple of teleconference meetings, the last one Gloria and I were the only ones on it and it was really kind of fun. She and I did a lot of mind melding, and what was interesting is that we came up with a lot of cool ideas, like having a fabric, some kind of an oil-cloth banner about the size of a flip-chart sheet that we could inexpensively, hopefully, acquire that we can just hang our Vision Statement on the wall when we are meeting, that the chapters can have. And that when we attend functions away from Anchorage, whatever, our Vision Statement would be there.

And I think the committee also talked about the extreme need to educate the Alaskan public about the value of state employees. And then when Penelope [Goforth] came forward with her communications report, a lot of ideas that Gloria, I, and other teleconferences with this Vision Committee are similar things that we had come up with. So that was really kind of interesting.

So I think that we that we probably, with the Committee’s approval, defer to the Communications’ proposal that Penelope put forth because a lot of our ideas were in there.

1 So residually what is left is Gloria was not pleased with the punctuation and the
 2 use of the English language in the original statement that we had come up with; so she
 3 had proposed a different version. It is under Tab 5, page 3:

4
 5 AFSCME Alaska Local 52, is proud to be strong, informed, active, and diverse
 6 members of Alaska.

7
 8 We recognize the value of our solidarity and our community, with a healthy
 9 political charisma through our public service.

10
 11 We go beyond the worksite to reach our Union's Mission, Visions, and Values.

12
 13 And I think most of the committee did not like the word "charisma." So you turn
 14 the page and we ended up with a four-line because it distinctively states these and it isn't
 15 a big, long running sentence. So I am thinking that Gloria had wanted the Board to
 16 choose from among the original, the second rendition with the word "charisma," or the
 17 third rendition that kind of abbreviates it and compacts it into the four sentences:

18
 19 AFSCME Alaska Local 52 is proud to be an informed, strong, active, and diverse
 20 membership of Alaskans.

21
 22 We have a healthy political presence through our public service.

23
 24 We recognize the value of our solidarity and our communities.

25
 26 We go beyond the worksite to achieve our Union's Mission, Vision, and Values.

27
 28 And I think that was her intent as committee chair.

29
 30 (Note of Record: The Chair will set up a telephonic discussion of the Vision Statement during the noon
 31 hour of a date to be determined.)

32
 33 Communications Committee

34 CHAIR STEPHEN WRIGHT: The Communications Committee met on
 35 Thursday, January 19th, to discuss the merits and the associated costs of Penelope
 36 Goforth's communications campaign proposal. And it was generally agreed, because of
 37 the cost considerations and the budget deficit for the fiscal year, the proposal would need
 38 to be reduced in cost and modified to incorporate the key elements of Penelope's
 39 proposal but pare it down to the point where it could practically considered.

40 We agreed to seek the concurrence of the President, that the Business Manager be
 41 requested to prepare a number of funding option proposals for implementing those key
 42 elements of Penelope's campaign proposal, and that the Manager would also address
 43 areas of the overall annual budget that could be adjusted or amended later on to
 44 accommodate such an expenditure. Those options would include goals, objectives, and
 45 associated budgets, with the intent of reducing the costs and tailoring the scope of Ms.
 46 Goforth's campaign proposal, and would be presented by the Business Manager to the
 Board for its consideration at the May 2006 board meeting.

1 Then we agreed that I would motion at today's meeting for an affirmation of the
2 Board to authorize that committee request to the Business Manager, to work with the
3 Communications Officer and other staff to prepare those options to bring to the May
4 meeting. So I will make that motion now, to request that the Board concur with that style
5 of action.
6

7 Main Motion 06-139 (P/R Campaign)

8 Moved by the Communications Committee

9 To affirm a request from the Communications Committee that the Business Manager develop and propose
10 a number of options for implementing key elements of Penelope Goforth's communications campaign
11 proposal.

12 Motion 06-139 passed by voice vote.

13 Calendar of Events

14 In consideration of the election schedule of March 30, ballots are counted; runoff ballots if needed to be
15 mailed April 14th; and election day for the runoff election of May 18th, the Board reached consensus to
16 tentatively schedule May 21-22, 2006, in a Rural area to be determined through responses to an email to
17 be sent out by Rural Representative Wade Wahrenbrock. The President will at that time poll the Board
18 for a decision on location.

19 Political Action Development Subcommittee Report (Retreat Strategies Implementation)

20 CHAIR CHRIS PACE: The main thing that has been happening is the
21 Political Leadership Conference on the 7th, here at McPhetres Hall – the 7th and 8th.

22 ASEA Committee Appointments

23
24 Main Motion 06-140 (ASEA Women's Committee Appointment)

25 Recommendation of the Chair: To appoint Lin Davis to the ASEA/AFSCME Local 52 Women's
26 Committee.

27 Moved by Chris Pace, seconded by Stephen Wright, to accept the recommendation of the Chair.

28 Motion 06-140 passed by voice vote, without objection.
29

30 Main Motion 06-141 (Communications Committee Appointment)

31 Recommendation of the Chair: To appoint Penelope Goforth to the ASEA Communications
32 Committee.

33 Moved by Stephen Wright, seconded by Wyatt Wheeler, to accept the recommendation of the Chair.

34 Motion 06-141 passed by a voice vote, without objection.
35

36 **NEW BUSINESS**

37 Roll of the President

38 Sue Layton asked that this be forwarded to the next meeting.
39

40 **GOOD AND WELFARE**

41 Nothing came forward at this time.
42

1 **ADJOURNMENT**

2
3 Main Motion 06-142 (Adjournment)
4 Moved by Wyatt Wheeler, seconded by Wade Wahrenbrock
5 To adjourn.
6 Motion 06-142 passed by a voice vote, without objection.

7
8 (Whereupon, this meeting of the State Executive Board adjourned at 4:50 p.m., to reconvene at a date and
9 location to be determined by poll.)

10
11 Respectfully submitted by
12 Karen Zubillaga, Treasurer
13 for Michael R. Williams, Secretary
14 ASEA/AFSCME Local 52, AFL-CIO

15
16
17
18
19