



Alaskans Working For Alaska!

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PENDING APPROVAL OF STATE EXECUTIVE BOARD

MINUTES OF ASEA/AFSCME LOCAL 52 Quarterly Business Session State Executive Board May 22-23, 2006 (Kodiak AK)

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21		

**QUARTERLY BUSINESS SESSION OF THE
ASEA/AFSCME LOCAL 52 STATE EXECUTIVE BOARD
MAY 22-23, 2006
Best Western Kodiak Inn, Kodiak AK**

DAY 1

CALL TO ORDER AND ROLL CALL (8:30 am.)

The quarterly business session of the State Executive Board convened in the Harbor Room of the Best Western Kodiak Inn, Kodiak AK, and was called to order at 8:30 a.m. by President Fred Brown. 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 Lyou, Class I Representative
Fred Brown, President
Karen Zubillaga, Treasurer
Michael Thibodeau, Northern Region Representative
Michael Williams, Secretary
Rosemary Foster, Professional Representative
Sheila Fowlkes, Technical Representative
Stephen Wright, Southeast (Juneau) Representative
Sue Layton, Administrative Support Representative
Wade Wahrenbrock, Rural Representative
Wyatt Wheeler, Central (Anchorage) Region Representative
Jim Duncan, Business Manager (with voice/no vote)

Absent: None

Also present: NW Area Field Services Director Tam Tocher; Admin Assistant III Roberta Holmes-Carter

TIMES CERTAIN

5/22/06

11:00 a.m. – Lunch

12:00 noon – Members' Comments

1:00 p.m. – Wachovia Presentation on the BSRA Account (Wayne Pichon)

1:30 p.m. – Lobbyist Report

5:00 p.m. – Kodiak-Aleutians Chapter Reception, in the Harbor Room

ADOPT AGENDA

Main Motion 06-230 (Adopt Agenda)

Moved by Michael Williams, seconded by Wyatt Wheeler

To adopt the agenda as presented.

1 Amendment 06-230A

2 The following amendments to the agenda were brought forward:

- 3 • New Business – Request for LOA between the Union and the SOA regarding meeting
- 4 times for pre-disciplinary meeting
- 5 • New Business - Business Cards for Stewards
- 6 • Receive Report of Elections Committee on Runoff for Administrative Support Seat and
- 7 AFSCME Delegates
- 8 • That which is printed red on the agenda:
 - 9 ○ SWEARING IN OF OFFICERS
 - 10 ○ Additions to the Business Manager’s Report
 - 11 ▪ Budget Review/Update: Alaska Airlines EasyBiz Account
 - 12 ▪ AFSCME Biennial Convention: John Roxburgh request for reimbursement
 - 13 ▪ AFSCME Biennial Convention: Call to Convention
 - 14 ▪ ASEA Convention 2006: Resolution No. WC-1

15 Amendment 06-230A passed, without objection.

16
17 Motion 06-230 as amended was adopted, without objection.

18
19 **SWEARING IN OF NEW BOARD MEMBERS FOR THE RECORD**

20 The Report of the Elections Committee dated May 18, 2006, was reviewed and incorporated into
21 the record.

22 Newly elected ASEA/AFSCME Local 52, AFL-CIO, State Executive Board members were sworn
23 in under and subscribed to the “*Obligation of an Officer*,” as follows: Administrative Support
24 Representative N. Sue Layton; and, Professional Representative Rosemary Foster.

25
26 **APPROVE MINUTES (1/26-27/06, 4/17/06)**

27 Main Motion 06-231 (Postpone to Time Certain)

28 Moved by Michael Williams, seconded by Karen Zubillaga

29 To postpone the approval of the minutes to 8:30 a.m. tomorrow, to allow the Board’s thorough review of
30 same.

31 Motion 06-231 passed, without objection.

32
33 **REPORTS – BUSINESS MANAGER**

34 Budget Review/Update

35 FY06 Budget

36 The Business Manager reviewed the Balance Sheet, with no questions from the Board. Regarding the
37 Financials for FY06 (Budget vs. Actual), the following items were especially noted:

- 38 ▪ Back dues have been collected, but as of the date of the report those funds have not been entered;
- 39 Current Dues are under budget \$1,129 for the month; over budget \$4,038 for the year.
- 40 ▪ The per capita paid to AFSCME was more than budgeted because ASEA has more members than
- 41 estimated.
- 42 ▪ MAP contributions: No contributions have been made to the PAC. The decision to transfer will
- 43 be made before the end of the fiscal year. Accounting will provide breakdown of new members.

- 1 ▪ Total Revenues for month is over budget by \$10,615, over budget \$95,872 for year; includes
- 2 contributions for the Women’s Committee.
- 3 ▪ Bargaining and Strike Reserve Account Contributions are reimbursements of business leave from
- 4 Health Trust and Legal Trust.
- 5 ▪ Women’s Committee has a budget now of \$6,838 due to Midnight Sun Chapter contributions of
- 6 \$1,000, \$750 from the Anchorage Chapter, and funds received from their silent auction held at the
- 7 11th Biennial Convention of ASEA.
- 8 ▪ Political Education Leadership (PEL) Conference – grant from AFSCME was \$50,000, to pay
- 9 against the PEL Conference. The Union will petition AFSCME to use the remaining \$4,900 from
- 10 the grant for FY2007 political education of the membership.
- 11 ▪ Announcement of Notice of New Position Vacancy: Public Relations/Communications position
- 12 ▪ Chapter Officer Training– under budget \$15,689 (reflects travel for delegates who were officers
- 13 being charged to the Biennial Convention line item rather than against the Officer Training line
- 14 item)
- 15 ▪ Public Relations: The following contributions were made: \$5,000, The All Alaskan Gas Line;
- 16 \$1,000, AFL-CIO Reception; \$1,000, KUDO Radio Station; and \$1,500, to Nurses Association
- 17 Reception.

18
19 (The Chair called for a brief break of seven minutes at 9:47 a.m., resuming the record at 9:54 a.m.)

20
21 Main Motion 06-232 (Executive Session)

22 Moved by Michael Williams, seconded by Chris Lyou

23 To enter into executive session to protect the confidentiality of negotiations and/or litigation.

24 Motion 06-232 passed, without objection.

25
26 (The State Executive Board entered into executive session at 9:55 a.m., resuming the record at
27 10:22 p.m.)

28 12-Month Cash Flow Review

29 Regarding the 12-month Cash Flow review and presentation, the Business Manager advises to not be
30 misled, that it is a timing issue when receipts are received. The Union is maintaining its cash balance.

31 AK EasyBiz Account

32 Five members who traveled to Washington for WFSE organizing training were sent on airfare bought
33 from mileage. These members were Rosemary Foster, Pernelle Goforth, Nadine Lefebvre, John
34 Bennett, and Lin Davis.

35 Tam Tocher conveys WFSE Executive Director and International IVP Greg Devereux’s thanks
36 and appreciation, saying the members were of great assistance to the organizing effort. This was a two-
37 fold experience, to help the WFSE and to acquire ASEA members with organizing experience.

38
39 /end of budget presentation

40 Political Action Program

41 MAP reflected current total member participation at 605, an increase of 213 .

42 The ASEA Political Action Committee had a total of 620 members as of May 15, 2006, reflecting an
43 increase of 63.

Officer Training Report

A listing was presented of 36 officers who attended the Officer Training on Wednesday, March 15, 2006, prior to the 11th Biennial Convention, noting that all chapter officers were contacted to attend this training, which covered the following topics:

- Officer Duties and Responsibilities (Constitutional)
- Executive Board Decision Making (How to run a Local)
- Conducting Effective Meetings (Robert's Rules of Order)
- Communication Systems (MAT)
- Treasurer & Recording Secretary Training
- Volunteers (Recruiting and Maintaining), and Selling Your Meeting

Steward/MAT training

Report shows RSVPs and who attended. All stewards were contacted to attend in Anchorage, Juneau, and Fairbanks training sessions.

Professional Representative and Chief Steward for the Anchorage Chapter Rosemary Foster reported positive feedback, but wanted to see adherence to the six month guideline for new stewards.

Rosemary requested a list of Anchorage Chapter stewards who have received training in the past.

Rural Representative Wade Wahrenbrock requested the Steward Training Report be sent to Chapter Presidents.

Collections Report

\$71,794.81 have been collected in back dues through April 30, 2006, since September 2005.

Seventy-Eight (78) active members, who had not signed up with outstanding dues balance, have signed up since January 2006.

Net estimated outstanding dues owed, \$95,205.19.

Membership Trend / UC/PUC/Appeal

In response to Wade Wahrenbrock's query regarding seasonal as compared to full-time employees, showing those who are on leave status and not paying dues, the Business Manager explained that Data Tech Skye Rubadeau-McRoberts began providing that information when he requested it of her because he wanted to know how many dues paying positions the Union was losing at any one time, whether it be permanent separation or separation for leave status. This tied in to the UC/PUC/Appeal Report that showed 21 positions being transferred into the GGU vs. 47 being transferred to Management.

(The Chair called for a lunch break at 11:00 a.m.)

MEMBER COMMENTS – Time Certain at 12:00 noon

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

(Note of Record: President Fred Brown briefly passed the gavel to Secretary Michael Williams.)

The following members addressed the Board:

1 this pay period. There is one (1) member who has applied but did not qualify due to a non-emergency
2 situation.

3 Injury Leave

4 One (1) member has been approved for Injury Leave since the last report.

5 Staff Update

6 The notice of new Position Vacancy for Public Relations/Communications Specialist was presented to the
7 Board.

8
9 (The Chair called for the Wachovia Presentation, upon telephonic connection with Wayne
10 Pichon.)

11 Wachovia Presentation (time certain) - presented by Wayne Pichon

12 Wayne Pichon of Wachovia reported to the Board on the investment results for the 1st quarter of 2006 of
13 the bargaining and strike reserve account. An executive summary of Mr. Pichon's report is incorporated
14 into the minutes at Exhibit A, a copy of which is available upon filing of an Information Request to the
15 Business Manager.

16
17 (Off the record at T3-317, resuming the record in general session).

18
19 A Question and Answer Session followed the presentation.

20 Lobbyist Report

21
22 Main Motion 06-233 (Executive Session)

23 Moved by Michael Williams, seconded by Wyatt Wheeler

24 To enter into executive session to protect the confidentiality of negotiations and/or litigation.

25 Motion passed, without objection, and with Stephen Wright out of the room.

26
27 (The State Executive Board entered into executive session at 1:38 p.m., resuming general session at T3-
28 365.)

29 Staff Update (Continued)

30 The new position for a Public Relations/Communications Specialist was discussed. Three (3) resumes
31 have been received to date. The notice closes on June 16th. This will be a new job classification position
32 and the salary will be negotiated with Local 341 as to placement within the salary and wage range.

33 There will be a job change for Reber Stein and Suzan Hartlieb primarily. The staff contract
34 expires June 30th, and ASEA will be meeting with Local 341 in two days, Tuesday and Wednesday after
35 Memorial Day.

36 Business Agent Chilly (Charles) Felder will return to work by the first of June, following a period
37 of illness.

Internal/External Organizing

This was covered by the Business Manager in his presentation earlier in the meeting. A spreadsheet was reviewed as to Business Agents traveling to the Rural chapters.

Rosemary Foster requests union assistance in the Anchorage Chapter in their steward elections.

Grievance and Arbitration Report

Business Manager Jim Duncan reviewed the report on arbitrations and grievances. Out of 6 arbitrations, the Union won all or a portion of 4, paying the following allocation of arbitration fees granted against those arbitrations = 0 / 0 / 50 / 25 percents.

(The Chair called for a break at 2:30 p.m., resuming the record at 2:45 p.m.)

Labor Management Committees

- Saturday/Sunday Differential (Business Agents Kelly Brown/Chilly Felder) – The SOA canceled the scheduled meeting date; the Union is pursuing a new date.
- Ergonomics (Business Agent Doug Carson) – Nothing new to report; still pending appointments.
- OT Eligibility (Business Agent Dick Isett) – Still waiting on information on OT ineligible employees by department; recruitment/morale problem areas and information on video conferencing.
- Emergency Response Pay (Bill Johnson) - This Labor-Management Committee formed under Article 21.06.C.4.d has not met with the state as of this time. Members are David Andrews (DMVA), Janet Ladd (DNR), Bruce Swaim DNR), and Toivo Luick (DEC).

Chapter Reporting

All chapters have reported for 2005, or are actively working with Accountant Scott Dutton to wrap up their 2005 reporting requirements. Next reporting deadline is 30 days from end of fiscal year ending June 30, 2006; that deadline being July 31, 2006. A letter will be going out to the chapter presidents and treasurers, secretary-treasurers the first of June, with a reminder as the July 31st deadline is at hand.

21st Century Committee

Area Director Tam Tocher gave an overview to the Board of the 21st Century Committee Plan. There is a 70-page recommendation that the overall committee put together, in terms of day-to-day operations. The booklet distributed to the Board, “21st Century Committee Recommendations,” will be going before the delegates at the upcoming AFSCME Biennial Convention.

Under the Plan, affiliates and nonaffiliate Locals that will follow the program will be rewarded; they will get the grants and support from the International.

Deepen Commitment to Organize at Every Level of the Union. On organizing in particular, a recruitment program has begun for leadership development for organizers, establishing VMOs (volunteer member organizers, of which Rosemary Foster is one of Alaska’s first, along with Nadine Lefebvre, Penelope Goforth, Jeff Bennett and Lin Davis). This will be a two-week training program initially and then will be broken down to smaller training sessions in all other areas.

Area Director Tocher recommended that ASEA should set its goals as a Council, as referenced throughout the material, and not as a Local. The goal set by the Committee is to have a 90 percent member base.

1 Should these goals be passed by the convention, this will be monitored by the International.
 2 ASEA is doing very well in bringing itself into line of the goals and Area Director Tocher believes ASEA
 3 should publish that and make it known, setting ASEA as an example to other Locals and Councils.

4 Many of the areas talk about where we don't have strong affiliates and Locals; look at those
 5 because they can weaken us. We need to run programs that are nationwide and organize along with our
 6 political action; i.e., foster care and foster parent organizations, the latter just recently having contacted
 7 AFSCME, wanting to enter into an agreement (nontraditional work-base groups or alternative forms of
 8 membership.)

9 **Strengthen Political Action.** This all ties into our political message, is to have a much stronger
 10 political action program, our PACs. Although ASEA is different with its interaction with PEOPLE than
 11 nationally, Area Director Tocher encourages that we develop that within our Alaskan framework.

12 **Leadership in Health Care Reform.** AFSCME will be looking at health care providers.

13 **Build Capacity for Our Union.** We must build strength on whatever agendas we have or have
 14 identified. If we can have access to finding out wage and contracting out information, we can have
 15 development. There is a new section on the AFSCME website on collective bargaining agreements.

16 **Achieving the Vision.** The Committee has set aggressive goals for AFSCME and have identified
 17 what must be done to meet and exceed these goals: AFSCME must plan, AFSCME must unify,
 18 AFSCME must develop its members and leaders, AFSCME must have a single identity and message,
 19 AFSCME must fund the program.

20 **Strategic Planning.** The Committee recommends that Councils and large unaffiliated Locals and
 21 the International Union develop annual strategic plans (to include vision and mission statements,
 22 evaluation of long and short-term goals, timetables and accountability; long and short-term goals and
 23 objectives for organizing, political action, legislative advocacy and fundraising) that create blueprints for
 24 the coming year on organizing, politics and other important work, to be used to assess successes and
 25 failures of the previous year and used by the International to allocate resources. The International will
 26 provide technical assistance on strategic planning.

27 **Unification of Affiliates.** Develop a plan for unification (combining Councils and Locals); need
 28 to brand ourselves, have a better public image through public relations, and the International will be
 29 funding a program to rebrand AFSCME and set forward that state government service is a positive fund,
 30 and to fund the strategic plan.

31 **Member & Leadership Development.** Many recommendations at the national level are not
 32 reflected in this brochure, but the International is building that into a structure where the International can
 33 get out and support affiliates. Where we have areas that have working MAT structures, reinforced with
 34 the VMO structure, we find we will have highly active membership, especially with those programs that
 35 have the crossover of MAT and VMO structures.

36 **Resources to make the Difference.** The Committee recommends a proposed amendment that
 37 would revamp the International dues structure over the coming years. Councils and affiliates will go to a
 38 sliding scale, percentages, structure.

39 Employer's Health Insurance Contribution

40 Alaska State Employees Association (ASEA) Benefit Credit for 2006-20067 Plan Year will increase to
 41 \$863.20 per member. The employee portion of the premium for families with dependents will increase
 42 \$6.80, and singles will have a \$1.80 increase in employee contributions.

43 Additionally, there will be a retroactive reimbursement of \$4.45 a month per member based on the
 44 state's premium calculation being too low (the \$17.75 includes the \$4.45).

1 The ASEA Health Benefits Trust (HBT) has contacted the Business Manager to address the LOA
 2 between the HBT, Union, and SOA, on the state paying their contributions timely and in the appropriate
 3 percentage of payments.

4 37th AFSCME Biennial Convention 2006

5 President Fred Brown had received all the delegate and alternate delegate credential forms to the 37th
 6 AFSCME Biennial Convention 2006 at his home. They will be forwarded to the Administrative
 7 Assistant's attention at Anchorage Headquarters via the Fairbanks Field Office.

8 John Roxburgh's Request For Reimbursement

9 Main Motion 06-234 (Reimbursement of AFSCME Expenses for Roxburgh)

10 Moved by Karen Zubillaga, seconded by Stephen Wright

11 To pay for travel and per diem expenses commensurate with delegates' expenses for John Roxburgh,
 12 appointee to the AFSCME Gay & Lesbian Rights Committee, to attend the AFSCME 37th International
 13 Convention to perform committee tasks.

14 Motion 06-234 failed by a roll call vote requested by Michael Williams: Chris Lyou, no; Karen
 15 Zubillaga, yes; Mike Thibodeau, no; Michael Williams, yes; Rosemary Foster, no; Sheila Fowlkes, no;
 16 Stephen Wright, yes; Sue Layton, no; Wade Wahrenbrock, no; Wyatt Wheeler, no.

17 ASEA Convention 2006 – Resolution No. WC-1

18 The Business Manager reported that the Union has fulfilled Resolution No. WC-1, passed by the 11th
 19 Biennial Convention of ASEA/AFSCME Local 52; information request letters have been written and
 20 mailed to the Alaska Regional Hospital and Providence Alaska Medical Center, both of Anchorage AK,
 21 with response requested by April 30, 2006.

22 (The Chair called for the evening recess at 4:00 p.m., to prepare for the Kodiak-Aleutians Chapter
 23 reception.)

24 DAY 2

25 CALL TO ORDER (8:30 a.m.)

26 The quarterly business session of the State Executive Board reconvened in the Harbor Room of the Best
 27 Western Kodiak Inn, Kodiak AK, and was called to order at 8:30 a.m. by President Fred Brown.

28 Secretary Michael Williams called the roll and noted for the record the following board members and staff
 29 to be present. The presence of a quorum was declared.

30 Present were:

31 Chris Lyou, Class I Representative

32 Fred Brown, President

33 Karen Zubillaga, Treasurer (Late arrival)

34 Michael Thibodeau, Northern Region Representative

35 Michael Williams, Secretary

36 Rosemary Foster, Professional Representative

37 Sheila Fowlkes, Technical Representative

38 Stephen Wright, Southeast (Juneau) Representative (Late arrival)

1 Sue Layton, Administrative Support Representative
 2 Wade Wahrenbrock, Rural Representative
 3 Wyatt Wheeler, Central (Anchorage) Region Representative
 4 Jim Duncan, Business Manager (with voice/no vote)

5
 6 Absent: None

7
 8 Also present: NW Area Field Services Director Tam Tocher; Admin Assistant III Roberta Holmes-Carter

9
 10 **TIMES CERTAIN**

11 5/23/06

12 10:00 a.m. – Committee Reports
 13 11:00 a.m. – Lunch
 14 12:00 noon – Members’ Comments

15
 16 **APPROVAL OF MINUTES (Continued)**

17
 18 Main Motion 06-235 [Minutes of 1/26-27/06 (Juneau)]

19 Moved by Sue Layton, seconded by Wyatt Wheeler

20 To approve the minutes of the January 26-27, 2006, meeting of the State Executive Board, as presented.

21 Motion 06-235 passed with voice vote.

22
 23 Main Motion 06-236 [Minutes of 4/17/06 (Anchorage)]

24 Moved by Sue Layton, seconded by Wyatt Wheeler

25 To approve the minutes of the April 17, 2006 (Anchorage) special meeting of the State Executive Board,
 26 as presented.

27
 28 Amendment 06-236A

29 The following amendments to the April 17, 2006, minutes were noted:

- 30 ▪ Correct “Campanella” to read “Campana” at p. 23
- 31 ▪ P. 30, L17, insert a comma, strike “m”
- 32 ▪ P. 31, duplicate Motions 06-227 to read 06-227–1 and 06-227–2 and insert parenthetical
 33 showing reason why the board entered into executive session
- 34 ▪ P. 32, line 6-8 is moved to p. 5 before the swearing in of new officers
- 35 ▪ p. 31, line 34, strike “elections process” and insert “P&Ps as a whole”
- 36 ▪ p. 7, add “ed” to the word “suggest” at line 14
- 37 ▪ p. 25, line 1 correct time

38 Amendments passed, without objection.

39
 40 Motion 06-236, as amended, passed without objection.

41
 42 **REPORTS - BUSINESS MANAGER’S REPORT (Continued)**

43 21st Century Committee (Continued)

44 Debate

45

1 CHAIR FRED BROWN (THE CHAIR): Describe, if you would, the justification that
2 we give to our members as to the dues increase.

3 TAM TOCHER: To me, the justification is that the members have been asking for
4 change. They know that they are getting it in the shorts, quite frankly. Your pension, what is
5 happening on your pension alone here, I think is an alarm that has gone off calling for things to be
6 done differently.

7 The delegates that you sent, as well as the rest of the nation, to the last convention called
8 for a change. They called for coming up with the best practice of what that change would be. And
9 so that committee was convened, with many subcommittees of leaders all across the country.
10 They spent numerous hours developing a package that they thought would be the best this union
11 could do to turn things around for the members, around issues of health care, politics, organizing,
12 decreasing numbers. You have the book in front of you. That was the Committee's charge. They
13 put it together and it has a cost.

14 Members asked for it. There is a cost of turning the tide in this country, and this is
15 essentially a cup of coffee. I paid more today for this (referring to her cup of Latte) than -- this
16 would be for the total amount of dues difference on a month over a three-year period, not
17 including what would come back to this Local and councils. Compared to other dues around the
18 nation, AFSCME dues are very low.

19 I will speak for myself personally. I am a staff, I am not a member. But I can tell you, I
20 believe in this union so deeply because it is different than other unions. It is really a bottom-up
21 union that believes in democracy, where you have the control.

22 This will be voted on by delegates across the country. The delegates at the convention will
23 decide whether or not to raise the dues. It is not something that I get a chance to vote on. It is a
24 representational process.

25 But the fact that AFSCME is this bottom-up democracy and that D.C. really is there to
26 provide and send back dollars, to get an overall picture and set the balance, that really is the
27 purpose of our International, to make sure we have some balance in the power in areas like I was
28 suggesting, where we see erosion taking place of the wages and benefits that will affect you, and
29 to get some focus on the issues. We set goals and try to shift some resources where it is needed,
30 but support positive programs.

31 I think this package is -- I mean, from my perspective, it maybe does not go far enough;
32 but, I know that our members are having a hard time financially. We all know that, and
33 particularly those who are at entry level, new to the system. We do have our work to explain,
34 there is no question about it. But if we do not take that leadership position, if we are not out there
35 doing what needs to happen for our members, in two or three years we are going to wonder what
36 the heck we did.

37 With the current dues structure the way it is, with the current programs with the way they
38 are, we will get our teeth kicked in. There is no question about it. Health care is going to continue
39 to rise. Pensions across the nation will fall back. The chances of you even getting a hybrid,
40 modified pension through in this state is going to be almost nil.

41 I guess what I would say is, you have a charge as leaders and it is to figure it out. If you
42 got a better way to do it, then step up to the plate with that. But if you do not, I would say take
43 the advice of leaders throughout this country in terms of how to put together a package for your
44 members. Support it and get out there and talk about it.

45
46 (Karen Zubillaga joins the meeting at 8:49 a.m.)

47
48 MIKE THIBODEAU: Just to try and field questions from the many skeptics that
49 belong to our union, I would love to see at some point to have some kind of training where we can
50 really have some talking points that we can retrieve quickly in our heads because, I know, day by
51 day I can think of many things that the union does, but when somebody says something to me on

1 the corner, and I am busy, busy thinking about work, I kind of go, "Well, they do your contract."
2 That is not nearly enough.

3 But what I am trying to avoid by this, they are going to ask, "Well, why more money? Isn't
4 that what you do anyway?" with this 21st Century program.

5 I mean, do you think the selling feature is the increase in the hostile governmental
6 environment? Is that really what we really need to focus on when we say we need more
7 ammunition; or, our relationship with other unions as far as what a bargain we are? What do you
8 think is the best selling point?

9 TAM TOCHER: All of it. You are going to know in terms of your members what
10 makes the most sense for your members. But I think it is important to do some education. And if
11 you want that PowerPoint to give the structural perspective of really shifting wealth in this country.
12 I mean, it is a phenomenal shifting of wealth, where middle class wages are disappearing
13 significantly and I think we need to educate our members on that because they have to understand
14 that we are in the fight for our lives and our children's livelihoods. You know, with deficits of
15 \$21,000 per man, woman, and child in this country, we are in over our heads at the federal level
16 and that increasingly, I think it is our job as leaders in this union to educate our membership about
17 where they stand and how they have to fight to continue to get the kinds of benefits that we have
18 been lucky enough to reap.

19 You know, we are at a point now where we are going back into a period where we have to
20 fight. And for many, many years people did fight for middle class wages, and then we got a little
21 complacent, quite frankly; and now we are back in the fight and we have to educate our members
22 to that.

23 THE CHAIR: Jim, did you have a comment?

24 JIM DUNCAN: Yes, I just wanted to add to what Tam is saying and to what
25 Michael asked.

26 I think it is important for you folks to be able to explain to the members out there, your
27 constituents, exactly what they do get for their dues dollars and what they are going to get as a
28 result of any dues increase that is going to come about. And clearly this dues increase is going to
29 be voted on by the International delegates in August, and it is my guess that it is going to pass,
30 that there are enough large Councils out there and others that it will probably pass and it is not
31 then an option for us to participate in it or not; we are going to have that dues increase. So I think
32 it is important to prepare ourselves for that reality.

33 We can put together for you, Michael, and we would do that, put together what your
34 union, what ASEA is doing for the members and programs you have put in place over the past few
35 years to increase services to members.

36 And if you look at the budget, that was one of the purposes when the Executive Board
37 adopted the Member Advance Program section of the budget because those are direct services to
38 the members and we wanted to begin to show more clearly what you are getting for your dollars,
39 instead of just contract enforcement: the steward training, what we are doing as far as education,
40 political education leadership, all those types of things which really does increase our visibility with
41 the members and make us a stronger union and, in addition, organizing.

42 You know, I can put that together, have staff put that together for you, and some bullet
43 points about what has happened over the past few years and where we are heading.

44 Then what the goal would be, the idea is of course, that the money goes to AFSCME and
45 they share back a certain amount. But in addition to that that is getting shared back, the overall
46 goal is they are going to provide incentives, help, to those Locals and those Councils who are really
47 moving forward.

48 In the area of organizing, for example, we are going to be looking for more help from
49 AFSCME. We need to make the case to our members: Why is organizing is important? Because, it
50 strengthens you as a union. The more members we have and the broad base we have, the more
51 influence we are going to have on the process and the ability to deal with those who are making
52 decisions and to protect ourselves. And, also, as you broaden that base, it lessens the need for
53 another dues increase just to support the basic union.

1 So we can put that all together and I can also give you a recap of what we have gotten
 2 back from AFSCME. Many members do not understand this, but over the past three years the
 3 support they have given us when we organized Correctional Officers, it was sixty or seventy
 4 thousand dollars -- I do not recall the exact amount -- that they gave back to us to help with that
 5 organizing campaign.

6 Organizing Sitka, there wasn't even a question. They gave us \$21,000 that is in this
 7 budget.

8 The Political Education Conference, a \$50,000 grant to us.

9 There was money that came back to us in the previous election in '04, and they continue to
 10 provide that type of support.

11 But I think you need to be able to say to the members, it is just not money that is going to
 12 Washington, D.C., to build a bureaucracy. It is money that is going back there and, if we are a
 13 union that is moving forward and doing what the plan says in order to advance the union and make
 14 us a strong union, we will receive more of that money coming back than just the sharing, in that
 15 chart that shows the amount of money we will be sharing; because we will be making application
 16 for organizing support and for support with our education programs, and for support with
 17 communication with members.

18 I don't say we will get every dime we want, but clearly if we are an aggressive union I
 19 think we will get fair treatment from the International.

20 So I can put together, Mr. President, if you like, no matter how this motion may go or if
 21 there is a motion or not, I would ask staff to put together for you folks -- because it is probably
 22 going to become a reality anyway -- some type of bullet points about what you have done over the
 23 past two or three years, what we have accomplished, what AFSCME International's involvement
 24 has been, to give them a better understanding and you a better understanding as far as talking
 25 points go. We are pleased to do that.

26 MIKE THIBODEAU: How about a little card that I can hand to these skeptics.
 27 They are not going to go online, they are not going to go to a meeting. But I could say, "Oh, you
 28 don't think we do anything?" and I would give them that.

29 JIM DUNCAN: I am not sure we can get it on a small card, but we can get it on a
 30 sheet of paper.

31 MIKE THIBODEAU: Really, because I do get real tired of people, "Well, all they do
 32 is take my money. I never hear anything from them."

33 And I will say, "Wait until you get disciplined and see what happens. Who is going to
 34 stand up for you?" But they do not think of that. They just think they are paying dues and we
 35 didn't get too good a contract, but "We are still working," you know what I mean.

36 JIM DUNCAN: Well, the other part of it is they do need to understand the contract
 37 and that is an important part of their dues. I mean, there is debate about whether it was good or
 38 not good. It is never as good as we want. It is never as good as we want. but they clearly have
 39 protection at the worksite. And...if we compared our contract of what we got at the table last time
 40 to what other public employee unions got, I think our members would find that we did better.

41 And I can put together that type of information and will, no matter what happens here. I
 42 can do that for you.

43 MIKE THIBODEAU: Thank you.

44 THE CHAIR: As I recall the discussion yesterday, it was to move forward a
 45 resolution in which we would endorse the 21st Century Committee report, and it would also of
 46 course include the dues that we have included here in the back. So to the extent that we can
 47 articulate to our members why we made the endorsement, that is one thing.

48 If we on the other hand just want to say, "Well, it is the International Committee or
 49 International Convention, all those guys did it, the big cities, and there was nothing we could do
 50 about it," that is different.

51 If we want to go with this and we want to endorse this, then, yes, we need to articulate
 52 why we endorse it and why we believe in it and why we hold it to ourselves as being our mission.

53 Jim?

1 JIM DUNCAN: Mr. President, I did not mean to imply and I would not recommend
2 you just set the blame off on Illinois, New York, and somebody else. I think this union does need
3 to take a position, and it is a difficult position for you, it is a difficult decision. Not because of
4 everything else in here, except for the dues increase. Everything else, I think, is a pretty easy
5 decision to support. It is the dues increase which is the problem. And I do think -- I only make
6 recommendations and you folks make the policy -- but I really do believe it is important for this
7 union to continue to be a leader in AFSCME and would urge you to consider endorsing these
8 recommendations. And then I -- whether you do or you do not -- I commit to giving you that
9 cheat sheet that Mike was talking about, putting that together so you can justify to your
10 constituents why you believed it was important to endorse this and what the benefits are.

11 THE CHAIR: Tam, did you have your hand up again?

12 And then Chris, and then Rosemary.

13 TAM TOCHER: You know, I want to talk a little bit about member apathy, in that
14 sense that nothing is worthwhile, "Why am I giving money at all?"

15 The one thing we have found that breaks though that is building activism, and it is a
16 Catch-22. People don't want to be active and yet that is the key to breaking through the apathy;
17 the actual participation. And I would suggest to you that events, and follow through on things like
18 the Political Action Conference you did, is exactly the kind of thing that is built into this nationwide
19 -- a variety of issues, not just political action. But the tone of that conference is exactly the kind of
20 thing we want to do. And that conference involved having national leaders, people who -- Chuck
21 Loveless is recognized throughout the Capitol for his lobbying efforts. And for him to fly across the
22 country with Lorraine [O'Hara] and talk about what is happening at the national level, if someone
23 works with Medicaid -- and many of your people do -- they hear directly from someone like Chuck
24 on what is happening and what is on the line. That is critical.

25 Suddenly, someone who is pretty darn athletic and just happens to go down the street and
26 go to that conference and thinks they do not really want to be there, that little spark starts to
27 happen. And it takes money to do those things, build those kinds of conferences, create the
28 liaisons to do the tracking and to do the follow-through, to do the kinds of things like the VMO
29 where we are going to try to be moving people in and out and we bring in organizers who are
30 seasoned throughout the country to work with people who have the ability to build that in your
31 own area. These are all little components that I think are envisioned in this package that will
32 directly relate to Alaska.

33 And, maybe, Rosemary, you can talk a little bit about the value of that.

34 I really think long term if you take that type of organizing and apply it to the courts here or
35 to the university system, now you have a handful of people who can help build that program here
36 in Alaska, that know what that is.

37 I think your Women's Committee, and seeing some of the work and the linkages they have
38 had with other national groups and what is happening there, spark people. I mean, I have seen
39 women here, who are out in the Bush, who talk about your Women's Committee with a light in
40 their eyes and a spark. When you see Lauri [Laureen Medlin] and what she has done in Nome,
41 that to me is what this is about, that it is making those national connections all the way through.

42 And I am excited about the leadership institute component of this because it is taking
43 those leaders that are out there, who can really spark the others, and giving them tools. It is
44 career development, quite frankly. It is not a career necessarily with the state, but it is a
45 development in terms of a lot of long-term leadership abilities.

46 If any of you have been to our -- we typically do this at the Women's Conference, where
47 we take women from a variety of Councils and Locals and give them the opportunity to go through
48 the leadership development program, where they learn all sorts of public speaking skills and other
49 things, things that they say are great. I have never at through it, but I have talked with women
50 who have gone through that -- and, actually, I think it is not just development for women, but it
51 has typically been done at the Women's Conference -- that, I think is what it takes to build a
52 constituent, a group of people, within ASEA who can reach out to others.

1 It is not going to happen right away. It is not done by handing someone a card or a flyer,
2 but that may be the start but it is typically getting them involved in some sort of action. And once
3 that action piece takes hold, for an awful lot of percentage, it sticks and it starts the fire. And that
4 is really what this is about.

5 THE CHAIR: Chris, and then Rosemary, and then Sheila, and then Michael.

6 CHRIS LYOU: Thank you. I appreciate Tam's comments and Jim's as well, but to
7 be quite blunt, I am concerned. I am concerned about this.

8 I had a conversation last night in the levity of the evening with one of our hosts, Jeff
9 Barnhart, for example, and I asked him -- because, you know, I appreciated Jeff's comments about
10 fiscal responsibility -- and I told him, "I really took what you said to heart." And I asked him what
11 he knew about the 21st Century Committee, what his view of it was.

12 And his honest response was, "I know nothing about it. I know nothing about it."

13 Now, it was a response that I took that he was not negative, he was certainly open-
14 minded, but where clearly, clearly our union --

15 And, again, Tam, I fully concur. I think one of the strengths of AFSCME International is its
16 ground-up governance, but that is the rub, that if the membership, if you have got guys like Jeff
17 Barnhart in our union, that as small as Alaska is and as involved as Jeff is in affairs, who has no
18 iota of a knowledge base as to what this is about.

19 And granting I understand the dynamics in play here, we as the leadership of this union
20 have a hell of a job, a hell of a job, ahead of us in terms of that education curve, of whether we
21 choose as a body to, as we have been asked to do by yourself and by the recommendation or
22 sense I am getting from our Business Manager, to make a decision, to appoint a leadership role
23 with AFSCME, or not and kind of throw our cards to what the International decides to do a the
24 convention, regardless, regardless --

25 And please understand, I fully endorse, fully endorse, the component parts as was
26 acknowledged yesterday. Many of the elements that is in this report, our union -- and giving credit
27 where credit is due in the past couple or odd years -- have embarked upon in terms of the focus on
28 organizing, the focus on political activism in terms of, again, putting in place the mechanisms to
29 capture the ability to effectively lobby, to effectively organize.

30 I think again these are the things we need to do. We need to grow. I mean, there is
31 absolutely no question. We have to start fishing in ponds where we haven't fished before if we are
32 to succeed. But all that being said, what is being proposed by AFSCME International in terms of
33 the 21st Century Committee, we are looking at over a three-year period over a half million dollars
34 additional, additional, in terms of what we pay for dues already.

35 What Mike was speaking to I think is an understatement, an understatement of what we
36 are going to hear from the membership who are, in essence, the Jeff Barnhart's of our union are
37 going to be caught totally blind-sided by this, if everything else being equal today we walk out of
38 this room, and whether we endorse or not, what we need clearly as the E-Board of this union to
39 recognize that we have a fundamental obligation to educate each and every member starting today
40 over the potentiality of what is on the cusp, of whether again we choose to take a stand endorsing
41 this and embracing this or not. But the reality is, short of looking at ending our affiliation with
42 AFSCME, we are facing this increase.

43 And to be quite honest and I appreciate the opportunity to speak here, but as was pointed
44 out yesterday, I have had the opportunity to serve on an International committee, AFSCME
45 Corrections United, the past year and half or so. And during those meeting I have attended, I
46 have had the opportunity to be exposed to some or at least the outer elements of this in terms of
47 presentations.

48 I think we are very fortunate to have a leader in President McEntee, a very incredibly
49 committed individual. Every time I have heard him speak, I have been just about almost awed by
50 his clear, clear sincerity and vision. I have no doubts his personal commitment to wanting to do a
51 heartfelt re-examination fundamentally of what this union is about and put it on a track to success.
52 I have no doubts about that.

1 But that being said, I could clearly see a disconnect here and I am concerned that while we
 2 again are a very small union in the scheme of things and certainly in the scheme of things with
 3 AFSCME International, my personal view is that I am concerned that not only on at our level of a
 4 Local but on the level of the International that perhaps the leadership is maybe too far out ahead
 5 of bringing the members along in a union that is bottom-up. I am just suggesting that we need to
 6 think hard about that education curve and what we are going to do. I mean, it is going to take
 7 more than just publishing minutes or putting on a website or having Jim to do an all state
 8 employees, GGU member, emails to get this message out as to why if we choose to endorse, or if
 9 we don't choose to endorse but allow it to happen, explaining why this is -- and as Jim, I
 10 appreciate his offer because I think it is going to take that kind of activism to put it in the face of
 11 our members of what this is about, and to buy into this.

12 Because, quite honestly, I am aware -- at least in my little world of Corrections -- that
 13 there are lots of undertows of dissatisfaction, whether it is based upon a reality or just
 14 disgruntleness and lack of duty -- making the effort to become educated about issues. A lot of
 15 people do take the easy way. You know, that is life.

16 So I have been wrestling with this for all yesterday and the evening over trying to come to
 17 terms with on the one hand I fully support the goals and I personally recognize the efforts of
 18 AFSCME International has provided this union. I am just extremely concerned about again the Jeff
 19 Barnharts of our union not having an inkling of what this is about.

20 Thank you. I just wanted to express this.

21 THE CHAIR: The concept was introduced in Juneau, but probably the terminology
 22 was not and the full implication was certainly not understood.

23 Rosemary, then Sheila, Mike, and Stephen.

24 ROSEMARY FOSTER: I would like to speak in favor of the 21st Century Committee
 25 recommendations.

26 THE CHAIR: Do you want to make a motion?

27 ROSEMARY FOSTER: No. We are still in the discussion phase. I will leave that to
 28 someone else.

29 I want to also thank the union for making available an opportunity for me and others from
 30 our area to come down to Washington and participate in the VMO program. For me that
 31 experience has lit up my relationship with the union in terms of going from the abstract to
 32 something that I really believe in and that I feel like I talk to other people about.

33 In the last 20 years, those of us who have been around these last 20 years, we see what
 34 has happened to the middle class in this country. There are more and more expenses passed on to
 35 us. There are things like health care expenses get bigger and bigger, gas prices, et cetera, et
 36 cetera. I see this as an enormous wealth transfer from the middle class to upper classes and we are
 37 not being able to respond to this very well because there is an array of political corporate forces
 38 acting against unions in this country that are seeking to bring us all down.

39 Now, we recently faced a challenge on the national and international level with unions
 40 debating about how to meet these challenges, and some of them went one way and AFSCME went
 41 another way. But I think the message is clear, that unless AFSCME adapts and grows and develops
 42 its arguments and its potential for leadership, it will not be relevant to the people it needs to appeal
 43 to; and that is, the workers who are suffering under the current circumstances.

44 So I applaud the Committee's efforts to come up with these recommendations. If it
 45 involves a dues increase, it is money well spent. Because, if we do not support this union, we do
 46 not have very many vehicles in our every day life to fight back and push back the forces that are
 47 doing us in. And this is the message: It is up to us to get out to the membership about how these
 48 dues increases are really bringing benefits to them.

49 The alternative is to not to have a program and not change and that is worse. So I truly
 50 believe that to the extent that we can buy into the committee recommendation, we can talk about
 51 things like health care costs and pension problems, we need to convince our membership as
 52 activists on behalf of this union that we need to hang together as a group or we will all perish
 53 individually.

1 That is all I have to say.

2 THE CHAIR: Thank you.

3 Sheila.

4 SHEILA FOWLKES: I agree with Chris had to say about the people here, it is
5 education. Just like Jeff Barnhart is very active and has been for a very long time, and if he is not
6 aware of the 21st Century then you can vouch that all of these other little -- so it really boils down
7 to education.

8 When I was on the CNC, we tried to get together with Local 71, the SU, and all those and
9 show a united front. However, we were sold out both times on that, but we did make some
10 headway. And so I really think that we are really going to have to educate on trying to get with
11 our own AFSCME people nationwide and how important it is to have this program.

12 But I also have another question. It brought to mind yesterday when we were talking
13 about using the EasyBiz Account and these VMOs. Is that when you went to Seattle, is this part of
14 the 21st Century Committee?

15 TAM TOCHER: No, because that has not been enacted.

16 SHEILA FOWLKES: Okay.

17 TAM TOCHER: But I think that at the time I was trying to give you some sense of
18 what kinds of things are envisioned, much more VMO-type programs down the road, where we will
19 have more exchange and trying to do more involvement with the average member in building up
20 leaders in AFSCME.

21 SHEILA FOWLKES: Well, even this as being an E-Board member, I knew nothing
22 about Rosemary and those guys going down to Seattle and I found that interesting, like what was
23 this about?

24 So even there, I didn't even know anything about it. So I really need the education.

25 TAM TOCHER: Well, hopefully, what I think is envisioned on this is that we will
26 have many, many more opportunities because there is going to be more organizing going on. And
27 it is not just through organizing; that kind of direct member involvement.

28 And I know -- quite frankly, whether or not this passes -- I know that in the Northwest
29 Area there is a commitment to having that kind of exchange.

30 THE CHAIR: And, Jim, did you want to respond to the one point?

31 JIM DUNCAN: And I do, because I talked to this yesterday.

32 The VMO program, where we're sending Rosemary, Penelope, John, Nadine to
33 Washington, that was a program that we had committed to doing when we organized the
34 Correctional Officers, where many folks came out of Washington and Oregon to help us. They
35 were sent by the chapters. We did not pay a dime for them, not even per diem or hotel. They just
36 came.

37 And when we did Sitka, they also -- Greg Devereaux's crew -- sent people to Sitka. We
38 covered their hotel, I think, or per diem at that time. And at the convention, when I made my
39 presentation to the delegates, I did announce that we were going to be participating in this same
40 type of program with the Councils in the Northwest. I made that announcement and committed to
41 Greg and Ken there that we would be participating.

42 We had a way to do it without incurring any cost to the Union, by using the EasyBiz
43 Account, by using the mileage account. This was not an International program or a direct from the
44 International that I should do that. They were not involved at all, and it was not a direction from
45 the 21st Century [Committee]. It is just the right thing to do as a member of AFSCME and showing
46 support to the fellow unions. We are going to want them to come back and help us again in the
47 future, and we want Rosemary and others to be able to be the leaders we put together to use
48 door-to-door campaigns in the state as we organize.

49 So I apologize if some board members did not hear that announcement or were not aware
50 of that. But clearly this was not a budget impact; it was mileage that we had merely used and it
51 was just the right thing to do.

52 It did not relate to the 21st Century [Committee] at all; although, as Tam says it does. It
53 does, because organizing is one of the major components.

1 And I do think -- I mean, I will just be honest with you -- I believe that back East, I have
2 been told this by some of the staff back East, that "Your movement forward as a union, your
3 support with organizing functions and the Political Education Leadership Conference," and other
4 activities that we are doing, "is being noted."

5 And let me say what Tam said, getting Chuck Loveless and Lorraine [O'Hara] to come to
6 that conference would not have happened if they did not think it was going to be real beneficial to
7 this union, that this union deserved that type of support. That is why I want to see it continue.

8 THE CHAIR: Mike, and then Stephen.

9 MIKE THIBODEAU: Mine was just going to be a very small comment. I was going
10 to ask him if there are any people out there that aren't so apathetic.

11 But before I get to that, I would like to mention that apathy can take many forms. I ran
12 for office because, frankly, I was not happy with what was going on with the Union and felt that,
13 "Well, I can sit around and complain about it or I can try to do something about it." Other people
14 would rather complain, and that is okay; but I would like to be able to answer them.

15 But Chris talked about the level of apathy. In the election, the recent election of delegates,
16 people would say, "Oh, you are running. What are you running for? Who am I voting for?" I
17 mean, that is the level we have to deal with. "Another election? Didn't you just run for
18 something?"

19 So it was very difficult to do that.

20 But I was wondering, in there, anywhere in here we are always targeting basically
21 governmental bodies as the opponent, in a way. I mean, we are trying to organize and we are
22 fighting the Administration. But the problem is larger than that. Wal-Mart is a bigger adversary
23 than the Republic Party -- no offense -- but, you know.

24 THE CHAIR: None taken.

25 (Laughter)

26 MIKE THIBODEAU: Is there a component in this where we are trying to gain back
27 some of the private sector losses? Because, we need a basis bigger than -- it is -- we are an easy
28 target. Being state employees, we are such easy targets. But the Fred Meyers employees and the
29 Wal-Mart employees and many of the other -- all the nonunion work going up on the North slope,
30 and everything, which used to be a union stronghold. And then NANA moves in. I am worried
31 about that because they have actually the real economic powers. Are there fingers in that pie?
32 Are we trying to connect with these people on common ground?

33 TAM TOCHER: Absolutely. I think that building those coalitions to move forward
34 in general like that is really absolutely central. And that is a big part of the political program within
35 this. But also you will see not -- and I did not emphasize a lot of this because there are certain
36 areas where you are not involved, at least at this point in time, in private areas of organizing. You
37 are primarily, only, public sector. But AFSCME does have private contracts throughout and we do
38 represent those in the private sector.

39 Where we are, we are looking at national contract campaigns. Sodexho, which is a French
40 company that runs a lot of food services at higher end institutions, is a big corporation. We are
41 doing contract campaigns around that nationwide to coordinate. You can read some of that in this
42 booklet that I have given you.

43 The other thing that I think that is really attacking corporate governance and wealth issues
44 is through our pension program. AFSCME has what is recognized as the strongest pension
45 oversight of any working people's group in the nation. And something that you probably are not
46 even that aware of, but we train trustees to sit on pensions like Health. Michael [Williams] can talk
47 a little bit about this. One of my jobs is to regularly work with our pension people. I have gone
48 and have been fortunate enough to testify on behalf of AFSCME's stockholders that are part of
49 those pension programs, in front of Corporate America, where the CEOs are earning literally
50 hundreds and hundreds of millions of dollars a year, plus stock options. And the arrogance of
51 those corporate board meetings is phenomenal. I would encourage anyone to go to those. You
52 have money in those. You own stock in those through your pension programs. And when we have

1 those shareholder meetings, they are often in Seattle. It would be very interesting to get
2 somebody down there and give a report on that.

3 That is a way that we are taking a look at the corporate governance and actually using
4 leverage that we already have through our pension programs, to address some of those issues;
5 and it has been, actually, very successful -- according to *The New York Times*.

6 (Laughter)

7 STEPHEN WRIGHT: Another question for Tam: Sure, I have heard some concerns
8 about the dues and per capita tax increases and I am curious, just what percentage does this
9 translate into for our membership do you think? How much percentage increase will this result in
10 our member dues?

11 TAM TOCHER: It is graduated over three years.

12 STEPHAN WRIGHT: Right, I understand that.

13 TAM TOCHER: You are currently paying \$9.50 a month if you are full-time. It
14 would be -- you know, it goes up over a gradual period, \$1.75 January 1 -- do I have that right?

15 JIM DUNCAN: Let's go back. Let us just say that our average dues is forty bucks.
16 You are talking about the per capita that goes to the International.

17 TAM TOCHER: Yes.

18 JIM DUNCAN: But our average dues is \$40 a month. So just looking on page 31,
19 Stephen, of the report, it says, "Continue the current \$.50 increase in minimum dues....This portion
20 of the amendment would be made immediately effective...." So that would just continue, there is
21 no increase there. That is starting January 1st of '07, as I understand it.

22 "Continue that \$50 increase in minimum dues in effect after January 1st...and reinstate...."
23 and then there would be an additional \$.50 on January 1st, '07, on top of the forty bucks that you
24 are now paying, or average that you are now paying.

25 And then, "Increase minimum dues and International per capita by \$1.25, effective
26 January 1st...." So, really, January 1st, if you put those two together, you will see a \$1.75 increase.

27 So that is what percentage, Mr. Accountant, of forty bucks?

28 MICHAEL WILLIAMS: Well, \$2 would be 5 percent, so --

29 JIM DUNCAN: It is less than 4 percent, probably. Is that right?

30 MICHAEL WILLIAMS: In the neighborhood.

31 JIM DUNCAN: And that is for the average dues. As you know, people pay --
32 because you pay one-tenth of 1 percent of your salary after the base dues.

33 STEPHEN WRIGHT: All right. Thank you.

34 THE CHAIR: Sue?

35 SUE LAYTON: Well, I have been listening to all of this, and of course I think the
36 21st Century is a great idea. And I am all of a sudden recognizing that maybe as a Board we have
37 dropped the ball and we have not been maybe imparting this incremental knowledge as the 21st
38 Century Committee moved forward, but we have accepted the knowledge and maybe not done
39 enough with it to the membership; so we are now behind the Eight-Ball. So I'm like seeing that we
40 need to be in the 21st Century Committee's strategic planning phase in order to pass that on to the
41 membership; because I, as a board member, have been accepting this information all this time but
42 it never really occurred to me that we should have been imparting it to the members as we went. I
43 have been kind of waiting for the finality, and now the finality is like this huge entity that I am not
44 sure as a Board we have prepared the membership for. So I think -- I do not know where we go
45 from here because of the apathy with our members. It is just a terrible thing and I do not know
46 how to overcome it. I mean, I think that is our biggest job, is to overcome the apathy.

47 So I guess that is just kind of up for discussion: What do we do with this information now,
48 and should we have been imparting the information incrementally as we received it?

49 Because, I know I personally have not done that. It never entered my mind to pass it
50 along because it was a work in progress.

51 THE CHAIR: Mike and then Wade.

52 MICHAEL WILLIAMS: Well, Mr. Chair, I have a motion and I would like to be the
53 first to speak to that motion, if you would allow me.

1 THE CHAIR: All right.

2
3 Main Motion 06-237 (Official Position on the 21st Century Committee Recommendations)

4 Moved by Michael Williams, seconded by Wyatt Wheeler

5 That the State Executive Board adopt the recommendations of the AFSCME 21st Century Committee and
6 take the actions necessary to inform chapter leadership and the general membership of our goals.

7
8 THE CHAIR: Mr. Williams.

9 MICHAEL WILLIAMS: Plain and simple, we are AFSCME. I mean we are the
10 leaders responsible for the direction of this union. We take it upon our shoulders to inform our
11 chapter leaders and our membership of what we are doing and what our goals are and we should
12 take ownership of that. That was part of the discussion of our retreat last August, last September.
13 And if we are not moving forward, we will dissipate. It is not just standing still, not maintaining
14 status quo in this state. In this state if we are not moving forward the Administration and the
15 Legislature will chip away at us and continue to erode our effectiveness and our ability to even
16 collectively bargain. It will be taken away from us. I mean, that is the reality of it. If we do
17 nothing, our ability to collectively bargain will be taken away from us and then we will all be at-will
18 employees in the state and working for the state will be the equivalent of working for Wal-Mart, no
19 benefits, would be lucky if you get full-time hours and minimum wage.

20 So the reality is we need to take a stand. We need to inform our leadership that we are
21 taking a stand and we do need to communicate that to our membership that we are taking a stand,
22 by taking the actions necessary to put together a PR campaign, talking points. Let's get out to the
23 membership. We are the leaders, that is our responsibility. Let us get out to the membership and
24 communicate what we are doing.

25 THE CHAIR: Wade, you are in queue.

26 WADE WAHRENBROCK: Now that we have a motion on the floor, conceptually I
27 am onboard and agree with the 21st Century and its programs. But I do have a strong concern
28 there that Chris and Mike related to, you know, the educational part where if we do not get this
29 information across to our members we are going to strengthen their resolve of the apathy that they
30 currently have.

31 So I guess with that, and with reference to the motion, I think it would be important there
32 to ask our Business Manager to more or less put together a plan as to how we can get this
33 educational information out to our members, if possible.

34 And I guess the second point or question I have there is in relation to the dues increase,
35 and so forth -- and this is a question coming around to you, Jim.

36 I have the perception here that our membership has kind of an upper tolerance as to how
37 much dues they are willing to pay. And with this increase, which will principally go to the National-
38 International level, three or four years down the road there as far as their own local here in our
39 operations, again, the upper limit as far as dues there, how are we going to be impacted there, if
40 we have to maintain our current dues structure per se for a few years to allow for this increase?

41 JIM DUNCAN: Well, I do not have a crystal ball.

42 (Laughter)

43 JIM DUNCAN: I do actually have a crystal ball. I used to have it on my desk in the
44 Legislature and it never worked so I put it away.

45 (Laughter)

46 JIM DUNCAN: But clearly there is an upper limit for our members. No one wants
47 to pay dues and no one wants to pay an increase in dues. Clearly we have to show, and you have
48 to show as an Executive Board and I have to help you show what the benefit of that dues increase
49 is, if there is any dues increase.

50 I do not expect that you are going to be able to get a dues increase through our
51 membership, our local membership, when this happens, in the next convention or maybe even a
52 subsequent convention because this is 4 percent. But 4 percent is a lot of money to a lot of folks.

1 I do think, however, I would recommend to this Executive Board that you begin looking at
 2 what the real recommendation is as far as a progressive dues structure goes. That is what the
 3 Dues Committee -- which I did not serve on, I do not know all the discussions there -- but what
 4 they want us to do is move towards a progressive dues structure.

5 We have one, somewhat. I mean, we have a flat rate and then one-tenth of 1
 6 percent of your [base] salary; so we have got a little of one. But that is small.

7 I think I would encourage you -- and, again, this is something that over in the next
 8 year or so or few months we can work with you -- to put together a progressive dues structure that
 9 makes sense so that your Levels 8s and 6s, and 8s and 10s, that their level of pay is recognized;
 10 and then those higher paid...employees...who are at a higher level will pay more. That is a true
 11 progressive dues structure. So I think we could structure something that would bring us more
 12 revenues but lessen the impact on those people who are feel it the most, who feel it the most. But
 13 that is not anything that is going to happen, I don't think, Wade, very quickly; but it is something
 14 that we should start working on.

15 So to answer your question, I guess if this happens I do not see you being able to get a
 16 dues increase through the membership very quickly, and not at the next convention. Not that you
 17 should start thinking about talking to them about it, but I do not see it happening.

18 THE CHAIR: So, Wyatt, and then Chris.

19 Do you have follow-up?

20 WADE WAHRENBROCK: Just a follow-up, I guess.

21 What I was trying to get to, though, is if we do not get a dues increase for our own Local
 22 here, four years down the road are we going to be able to maintain the services and conduct our
 23 business as we should for our members?

24 JIM DUNCAN: Well, let me consider that. I think, yes, we can. I think it is going
 25 to take some pretty tough management of our expenses to be of our expenses to be sure we
 26 control those the best we can, and working with the Board I hope we can do that, and to continue
 27 to be sure that those folks who are working are paying dues.

28 But the way we also benefit is by organizing and bringing in more folks. For example,
 29 when we bring in the Sitka people, they are going to be paying a dues -- we have not determined
 30 what the dues will be, but let us just say it is similar to what your dues are; they will probably pay
 31 that dues. They will be giving a per capita to AFSCME International, a per capita to this
 32 organization. We will be getting some revenue to help support the core services of the Union. So
 33 the more we can organize and bring in people, the more folks we have paying to support this
 34 organization.

35 So, yes, I think if we continue to expand our base or if we can expand our base, I think we
 36 can do okay, we can do fine.

37 THE CHAIR: Wyatt, and then Chris.

38 WYATT WHEELER: Where I support this here is I am going to hear it by my
 39 members. What I am saying is I have got to listen to what my members tell me. I know it is my
 40 responsibility to educate them to what I believe in -- and I believe in this -- but in turnaround what
 41 it comes down to it, when members turn around and come back and tell me, "I do not want to
 42 support this," then I have to respect their wishes and support them.

43 The hard part is to getting them to understand. You are telling me you want to get a dues
 44 increase at the next convention, or later on. That won't happen. But doesn't, when these dues do
 45 pass at the International level, don't in turn some of the per capita comes back to us, too, in terms
 46 of support?

47 JIM DUNCAN: Yeah, sure. And that chart that is in the back shows what you get
 48 as a return.

49 And I was not advocating a dues increase at the next convention. I was just saying I don't
 50 think it is going to happen. What I was saying is you should start looking at the progressive
 51 structure that AFSCME wants you to get to and your right timing to present that.

52 So the answer is, yes.

1 And, Tam, unless there has been a change, this is the most relevant chart that shows how
2 much you get back.

3 THE CHAIR: Chris, and then Rosemary.

4 CHRIS LYOU: I want to speak in favor of the motion that Mike Williams has made.
5 Obviously, I have concerns as I indicated. However, I want to make clear that I do believe in the
6 goals of the 21st Century Committee as I understand them. I think as I pointed out earlier in my
7 comments, we have the burden of responsibility as the leadership of this union; however, to really
8 take the burden of educating the membership as to what this is about.

9 This is not just going to be a carte blanche, "Well, guys and gals, the International again is
10 kind of saying they need more money, and oh, well." You know, I think as with anything, and in
11 my view of looking at things, that there is opportunity when you have adversity and Mike, I
12 thought, put it very well, that in my opinion we need to take this opportunity of educating our
13 members as to the dire state of unionism of not only in Alaska but, of course, nationally and
14 connect the dots. We need to help them to connect the dots.

15 So not to belabor the point, I support the motion on the floor, with a strong caveat that we
16 need as individual leaders and collectively as a body, as the E-Board, to take the responsibility from
17 today forward to educate our members, to bring them this information, to answer the tough
18 questions, and to try to paint a picture -- from my standpoint, the picture is clear -- of the dire
19 state of the union and that we, as Mike well put, need to either move forward and to progress, to
20 fight the fight, or we are not going to exist at the end of the day when this is all said and done.
21 And if takes putting money where our mouth is, then that is what we have to do.

22 I do not in any way have any illusions, though, of the difficulty in this. This is going to be
23 hard. It is going to be very hard; but, that is why, you know, all of us for various reasons have
24 been sitting but not occupying these seats and I think that is part of the responsibility we take, like
25 it or not.

26 So I speak in favor of the motion. I think we have a lot of work ahead of us.

27 THE CHAIR: Rosemary and Sue.

28 ROSEMARY FOSTER: I did not have any comment, except that I support Mike's
29 motion.

30 THE CHAIR: All right. Another on in favor.

31 Go ahead.

32 SUE LAYTON: Well, I support this as well and I would call for the question.

33 THE CHAIR: The question has been called. Is there any objection?

34 Seeing no objection, we will vote on the motion.

35
36 Motion 06-237 passed unanimously.

37
38 TAM TOCHER: I will send that message to President McEntee today.
39 Unanimously, he will be pleased.

40 JIM DUNCAN: I thank Tam for that presentation. I just wanted to recognize Tam
41 for agreeing to make the presentation on very short notice. I appreciate it very much.

42 TAM TOCHER: And I will carry your concerns about education and see what we
43 can do to be of assistance.

44 THE CHAIR: Rosemary?

45 ROSEMARY FOSTER: Yes, I just wanted to pass on that Tam has indicated that
46 she will be sending us talking points so that we can be aided by the expertise of AFSCME in putting
47 our best foot forward and our messages out to the membership about how this is going to be
48 beneficial to them because I think that is the big part of selling them on the advantages of doing
49 this, because I think once they hear the full presentation it will go down a little easier.

50 WYATT WHEELER: I would like to see if I could get the PowerPoint presentation
51 from you.

52 TAM TOCHER: Would it be helpful to provide that to all of you? Do you all want
53 one?

1 WYATT WHEELER: Tam, can I make the request that you take and try to get it to
2 all of the chapter presidents?

3 TAM TOCHER: If it is all right with you, I will work with your staff in terms of
4 putting together the education packet you have indicated that you wanted.

5 THE CHAIR: Okay. As I understand it, then Tam will work with Jim and the staff
6 and together they will get it out to not only the E-Board but to the chapter presidents and we
7 talked about sending it to the stewards and other leaders as well.

8 JIM DUNCAN: We also, as we develop this, will be putting it on our website and I
9 will send out notice to the members that it is there with the appropriate links and titles so that they
10 can go in and review it at their leisure, also.

11 THE CHAIR: Yeah, I think at whatever the right point in time is, when you are
12 ready to roll it out in a big way, I think it would probably be worthwhile to send out an email saying
13 that the Executive Board unanimously endorsed this program and please go to this link for further
14 information.

15 JIM DUNCAN: I will do that.

16 THE CHAIR: Wade.

17 WADE WAHRENBROCK: My question was as far as the implementation of this
18 motion part, the educational part of it, it was good discussion here. I think we need to create a lot
19 of depth of understanding as far as our membership, for their sites, and I will leave it at that.

20 THE CHAIR: Mike.

21 MIKE THIBODEAU: Well, I was just going to request: Would it be possible in the
22 informational package to do a comparison of some of the other unions dues-wise so people will feel
23 -- see where they stand?

24 You were saying we were a pretty good bargain. We don't -- maybe not
25 even name them specifically, but Union A, Union B, whatever.

26 JIM DUNCAN: Are you talking about Alaska-based unions?

27 MIKE THIBODEAU: Yeah, I want to compare it to our own, what the supervisors'
28 pay, for instance, in their union; or what the IBEW pays for their percentage of their dues or
29 something. People will think, "Well, we're getting off pretty easy."

30 JIM DUNCAN: We will work on that and put it together. And I don't think there is
31 anything wrong with mentioning the unions in that case.

32 TAM TOCHER: We are doing that in other places.

33 JIM DUNCAN: I do not think that will be a problem.

34 MIKE THIBODEAU: I think it will help people see they are getting a good deal.

35 MICHAEL WILLIAMS: I can say without even having seen the number, I will
36 guarantee that we are the lowest dues-paying public employee union in the state, if not the lowest
37 dues-paying union.

38
39 (The Chair called for a 10-minute break, at 9:43 a.m., resuming the record at 10:00 a.m.)

40 41 **REPORTS – PRESIDENT**

42 PRESIDENT BROWN: In terms of where we are in the election and post-election
43 cycle we discussed at the April meeting, the thought was that given that there were election protests that
44 were still pending, and given the discussion yesterday even that there will be apparently AFSCME
45 hearings of those protests in the future -- a time yet unannounced -- then unless there was a necessity, not
46 only with respect to the Elections Committee but all the committees, that we had not made a concerted
47 effort to fill committee vacancies. So until the election is settled, that would still be my intent; that would
48 be to not go out and beat the buses and try to fill positions until AFSCME makes their decision with
49 respect to the election outcome.

50 However, there are a few committees that we can take up here, at least two committee
51 appointments, that we can take up here today. Anyway, to the extent that where these committees in their

1 reports are urging or recommending that we fill those, my request to you all would be that over the course
 2 of the summer that you do be thinking about and encouraging our members who you think would be good
 3 on one or more of these committees, to put together a little summary statement of their qualifications and
 4 statement of their interests such that later this summer we will fill all of the vacancies and ratify them at
 5 our meeting in September.

6 What that, then, Wade, it says here that you are prepared to talk about not only chapter
 7 jurisdiction but also policies and procedures. Is there anything that you want to report on at this time or
 8 do you want to save it for later in the afternoon?

9 Subcommittee on Chapter Jurisdiction

10 WADE WAHRENBROCK: Well, as far as Chapter Jurisdiction, I generated a few
 11 maps here. I did not make enough copies here for everybody.

12 SUE LAYTON: Is Kodiak on there?

13 WADE WAHRENBROCK: No, they are not.

14 FROM THE BOARD AND OBSERVING MEMBERS: (Laughter)

15 WADE WAHRENBROCK: Jeff [Barnhart} pointed that out. We dropped him off the
 16 Earth.

17 FROM THE BOARD AND OBSERVING MEMBERS: (Laughter)

18 WADE WAHRENBROCK: Well, I think as far as Chapter Jurisdiction, I think that
 19 Jim -- I believe it was during our previous meeting -- brought reference that our current
 20 constitution reads for the communities of Anchorage, Northstar Borough and the Juneau
 21 municipality or borough that we have members assigned to those chapters outside the borough
 22 boundaries. And that is what I tried to show on these maps here.

23 I made one for the Fairbanks (Midnight Sun) Chapter/Northstar Borough and active
 24 members there. I think they are in kind of a magenta color.

25 And I did the same for the Juneau Chapter.

26 And then in the case of the Anchorage Chapter, the only members assigned outside of the
 27 Municipality of Anchorage are in the Lower 48, is what we figured out.

28 So at the present time, you know, based on the resolution we passed at the convention,
 29 the Bush Committee is stating to engage in this and I think they will have a recommendation to the
 30 Board for the next meeting.

31 That is the quick and the short of it.

32 THE CHAIR: Any questions or comments, aside from the Kodiak observation, at
 33 this time?

34 Wyatt?

35 WYATT WHEELER: Just for my clarification statewide work locations, the yellow
 36 dots, are those sites that are located within a chapter or did you say that they were not?

37 WADE WAHRENBROCK: Well, Jim provided a list to me as far as all of the worksite
 38 locations in the geographic area. I believe using the Northstar Borough as an example, all of these
 39 yellow dots are currently assigned, are recognized, as part of that chapter; but of those we only
 40 have people or members located in those places that show in the magenta color. In other words,
 41 the state has got a whole menagerie of worksite locations but there is nobody there.

42 MICHAEL WILLIAMS: For us?

43 WADE WAHRENBROCK: For our GGU members, yes.

44 WYATT WHEELER: There is nobody there?

45 WADE WAHRENBROCK: Right.

46 WYATT WHEELER: Okay.

47 THE CHAIR: Karen?

48 KAREN ZUBILLAGA: We also have in our packet under Tab 5 a list of state
 49 locations. So I was reviewing that and I noticed that Eielson Air Force Base does not have an

1 account for active GGU positions and I know that there are at least three positions at Eielson Air
2 Force Base.

3 Yes, I think that Jim has a clarification.

4 JIM DUNCAN: If you are looking at this here (referring to the list referred to under
5 Tab 5), the reason there is no account there is because they are in the Fairbanks-Northstar
6 Borough. So if it says "Yes," those are work locations outside the Fairbanks-Northstar Borough and
7 then we put the number of people who are currently there, only if they are outside the Northstar
8 Borough. So there is no designated number. It does not show any numbers, but there are people
9 there because they are all in the proper chapter jurisdiction.

10 KAREN ZUBILLAGA: Got it.

11 And then one other comment. There are two positions listed for Galena, and I know that
12 with the Air Force Base closure there that we had lost one position and I do not know who holds
13 the other positions so I am not sure there are two or not -- or, excuse me, one left or not.

14 JIM DUNCAN: Yes, this was as of a snapshot in time on the database.

15 WADE WAHRENBROCK: As one follow up there, during our member comments
16 yesterday, particularly from Heidi [Morrison], there were some worksite locations that the Kodiak
17 Chapter believes should be appropriate affiliated with their chapter that are currently assigned to
18 Dillingham. And I guess I would question or wonder if I shouldn't try to work with Jim and get
19 some more information as far as the relationships of worksites as compared to some of the Rural
20 chapters, too, because that was recognized as one problem, I think.

21 I think we might want to expand this, I guess is what I am saying.

22
23 *Clarification of the Committee's Charge*

24 THE CHAIR: Did you envision that the authority you had to come with a
25 recommendation at the next meeting would include the ability to make those adjustments or not?

26 WADE WAHRENBROCK: That is why I am asking the question.

27 I think my current understanding there as far as the charge of the Bush Committee and
28 these outlying areas assigned to the larger urban chapters is to try to see where those communities
29 might best fit within the other Rural locations.

30 THE CHAIR: Well, you were doing that with respect to the North Slope, vis-à-vis
31 Nome versus Fairbanks-Northstar Borough.

32 WADE WAHRENBROCK: Right.

33 THE CHAIR: So to the extent that there is difference of opinion with respect to
34 Kodiak versus Dillingham, I think that would be consistent as part of the charge.

35 WADE WAHRENBROCK: Okay.

36 THE CHAIR: Is there any objection?

37 MICHAEL WILLIAMS: Just a clarification. You said "Bush Committee." I believe
38 the Chair appointed a committee of the Executive Board to review chapter jurisdiction. However, I
39 am more than perfectly willing, and in fact would desire, a solicitation of the Bush Committee as to
40 their opinion as to where things should shake out. But it is ultimately a committee of the Board
41 that would come forward with that recommendation.

42 WADE WAHRENBROCK: Well, I think one of the resolutions that passed during our
43 recent convention made reference to the Bush Committee making recommendations to the Board.

44 THE CHAIR: To clarify, to the extent it needs edification, I think Mike is correct
45 that to the extent the Bush Committee has an opinion, and we would certainly want their opinion
46 and if they can give unanimous recommendation to the Board by way of your committee -- that is
47 to say, the Chapter Jurisdiction [Sub]committee; you have got two committees -- I think that is an
48 appropriate avenue to obtain full Board approval at the next meeting.

49 WADE WAHRENBROCK: Okay, I see. Okay.

50 THE CHAIR: The Chapter Jurisdiction [Subcommittee] will solicit and receive
51 recommendations from the Bush Committee, and then forward its final recommendation to the full
52 Board to be adopted or modified at the September meeting.

Discussion

1
2 SUE LAYTON: Wade, do you think when the information comes forward regarding
3 Kodiak and their members assigned to Dillingham, would you expect the Bush Committee just to
4 recognize they have a similar situation and just haven't really recognized it as that?

5 WADE WAHRENBROCK: Well, I guess as we bring this to the full E-Board,
6 hopefully at the next meeting, at this point in time it would be my recommendation that the -- in
7 terms of these changes in jurisdictional boundaries, particularly in between Rural chapters, that
8 that go out for review by the chapter members or chapter presidents for further input, just to make
9 sure everybody is feeling good about it and are onboard.

10 SUE LAYTON: And I wanted to ask you, Jim, and I would not expect you to
11 remember this, but I am wondering because Dillingham is such a small chapter, are four members
12 leaving their chapter going to impact them?

13 JIM DUNCAN: Yes. Let me just give you some information here, based on the
14 three locations that Kodiak -- I mean, this is a decision you would take before the committee -- but
15 those are seasonal positions. I went back into three different timeframes to determine how many
16 positions would be leaving Dillingham and going to Kodiak if you made this decision.

17 In August of '05, which I took three different times, there were 21 positions -- 8 in
18 Chigniak, 8 in Point Mueller, 5 in Sand Point, which are currently in the Dillingham Chapter which
19 would be moved to Kodiak. That is 21 positions, seasonal positions.

20 In January of '06 there were none there because they are seasonals and they were
21 inactive.

22 And in May there is only one.

23 But at the high point for about four or five months, they are going to lose 21 positions and
24 the sharing back of the dues for those 21 positions. So the size of the Dillingham Chapter, I do not
25 have that off the top of my head; but, that would be a significant impact but that is a consideration
26 that the Board will have to make in determining that.

27 SUE LAYTON: I am kind of wondering, too, if way back when -- and there is
28 probably somebody that would have the information -- is that way back when, when ASEA was
29 formed, that Dillingham did not have enough people to form a chapter and that maybe that is how
30 this situation may have originally developed, that they needed more members in that chapter in
31 order to --

32 Because they are so inactive, I am wondering and I am asking the question, is if we take
33 this action is that going to impact the chapter to the point that they cannot have a chapter?

34 JIM DUNCAN: I do not know if it will impact to the point that they cannot have a
35 chapter; it will have impact on them as to their viability, I mean as to how much revenue they are
36 going to have as an individual chapter.

37 I would guess what more likely happened is in the early days these work locations, these
38 people may not have had an office in Kodiak, they may actually have had an office in Dillingham
39 and since then the state because of efficiency reasons or whatever decided they would be better
40 located in Kodiak but they did not change the work location. So they physically located them here.

41 SUE LAYTON: Yeah, the same result for different reasons.

42 JIM DUNCAN: The same result for different reasons. But, you know, I cannot --
43 Bobbie, do you know the membership of the Dillingham Chapter?

44 ADMINISTRATIVE ASSISTANT: The Dillingham Chapter had 73 in 2004; they have
45 less than that. I think they had around 67, 63, right now. But we have five chapters that have
46 less than 30 people.

47 And Dillingham has always been a chapter as long as I have been with ASEA. And George
48 Masten, he was the driving force initially in setting up the guidelines on that. And I was trying to
49 find some kind of language in the old minutes and the closest that I could get was that he was
50 holding up a big map, that is the closest I got. But that chapter has always been a viable chapter.

51 JIM DUNCAN: But putting that in perspective, if they have sixty-something
52 members, that would include these 21. That would be about a third of their members.

1 SUE LAYTON: Well, my concern would be that we take some kind of action that
2 they would not meet the criteria to have a chapter, and it does not sound like that would happen.

3 JIM DUNCAN: No, that is not a problem.

4 MICHAEL WILLIAMS: The smallest chapter has 20 members.

5 THE CHAIR: Mike?

6 MIKE THIBODEAU: I did have a question about is there any personal choice
7 involved? Would these members be allowed to be polled to see which chapter they wanted to
8 belong to or felt more comfortable with? Or is that too democratic (laughter)?

9 JIM DUNCAN: Mr. President, I think you clearly could do that but I think that
10 would cause us internal problems as to determining where people are in chapters. We need some
11 hard marker --right? -- like a work location, so that we know exactly who should be voting in which
12 chapter, and the revenue sharing. So we cannot have people flopping back and forth.

13 MIKE THIBODEAU: Right, they would have to make up their minds once and for
14 all.

15 JIM DUNCAN: Well, but even if they make up their mind, if more of the people in
16 Chigniak said, "I want to be in Kodiak," and four in Dillingham, that would cause us a problem in
17 our database because they are not separated out that way.

18 Subcommittee on P&Ps

19 PRESIDENT BROWN: The next topic has to do with the subcommittee of the Board
20 on Policies and Procedures. As mentioned earlier, given the pending status of the final election
21 outcome, I do not think you have met. Right?

22 WADE WAHRENBROCK: No, we have not. Based on our discussions and charges
23 last time that a lot of our policies that we want to take the strongest look at are associated with
24 elections, we haven't really acted.

25 I talked to Sue [Layton]. She has volunteered to be co-chair, is what I heard.

26 Over the next couple or three weeks I hope to get a listing of policies and procedures that
27 we have that we want to take a look at and to begin some dialogue and maybe some folks to write
28 up different portions or changes to those various policies. And given the texture of some of the
29 topics there, particularly with the elections, I think at some point it would be advantageous for us
30 to meet face to face and to kind of just talk those out and get a proposal together to bring to the
31 Board.

32 THE CHAIR: We have got a committee that has been listed in the minutes, but the
33 offer stands that if any member of the Executive Board has an opinion about any of the policies
34 and procedures they would like to see clarified or otherwise amended, you are encouraged to work
35 with Wade in seeing that that happens.

36 Committee Reports

37 Because of the pre-convention committee meetings to be held in Washington DC and the upcoming
38 AFSCME Biennial Convention, AFSCME appointees were not expected to report at this meeting.

39 The following oral and written reports have been incorporated into these minutes, as they were
40 submitted or presented. Neither Oral or written reports were received from the Contract Negotiating
41 Committee, the Elections Committee, or the ASEA Judicial Panel.

42 Chief Stewards Committee

43
44
45 Email from: Mary Lehman
46 Sent: Friday, May 19, 2006 7:54 AM
47 Subject: Re: Committee Reports

48
49 Good morning:

**ASEA/AFSCME Local 52 State Executive Board
Quarterly Business Session
May 22-23, 2006 (Kodiak AK)**

1 I am the Committee Chair for the Chief Steward's Committee. There has not been any activity to
 2 report. I am leaving the State in July, and will schedule a meeting for this Committee in June so
 3 that another person can take over as Chair.

4
 5 Thanks for your notice.

6
 7 Mary Lehman

8
 9 Communications Committee

10 Communications Committee Chair Stephen Wright reported that there was nothing new to report since
 11 the April 17 special board meeting and the convention report.

12
 13 Bush Community Committee

14
 15 BUSH COMMITTEE REPORT
 16 Submitted 5/19/2006

17
 18 Members: Lauri Medlin, Chair; Mike Gardner, Vice Chair; Katie Davis, Secretary; Steve Gentle,
 19 Member; Toni Bocci, Member; Wade Wahrenbrock, Eboard Liaison

20
 21 The Bush Community Committee has met once since the Convention, which took place on May 16,
 22 2006 with members Lauri Medlin (Chair/Nome), Mike Gardner (Kodiak), Steve Gentle (Bethel),
 23 Wade Wahrenbrock (E-Board Liaison) and Fred Brown (President/E-Board) Kim Metcalf (business
 24 agent) in attendance.

25 Among the items of discussion during this meeting was the committee that was formed
 26 during the Convention to continue our work towards implementing a seat on the E Board
 27 representing the Bush Chapters, and verifying during the upcoming E Board meeting confirming the
 28 E Boards continued support.

29 Also discussed are the names of future members of the Bush Committee requesting the
 30 appointment of the Eboard, those including Harry Martin (Ketchikan) and Rob Miller (Kotzebue) and
 31 _____ (Dillingham).

32 The Bush Committee members have committed to work with the E-Board to take a close
 33 look at the redistricting of the many chapters that are not currently being represented to the best
 34 of our ability.

35
 36 Thank you,

37
 38 Lauri Medlin, Chair
 39 Bush Community Committee

40
 41 BOARD LIAISON WADE WAHRENBROCK: There is a reference, as far as their
 42 committee report, identifying two individuals that they would like to nominate to fill vacancies on
 43 that committee. If the Board would consider action, that would be good.

44
 45
 46 Main Motion 06-238 (Bush Community Committee Appointment)

47 *Recommendation of the Chair: To appoint Harry Martin and Rob Miller to the Bush Community*
 48 *Committee, with a broadcast request to be sent out for the third position to be filled after the election*
 49 *protest is resolved.*

50 Moved by Wade Wahrenbrock, seconded Wyatt Wheeler to accept the recommendation of the Chair.
 51 Motion 06-238 passed, without objection.

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Class I Committee

COMMITTEE CHAIR CHRIS LYOU: Thank you, Mr. President.

A very brief report. I apologize to the Executive Board for the very slow start on the Class I Committee. I have talked with our Business Manager about the staffing needs of the Committee and basically I am awaiting a decision from him about some of the organizational overall staffing that he had indicated was in the works, in hope to bring to the Executive Committee an updated active committee report at our next meeting in September.

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Probation/Parole Committee

COMMITTEE CHAIR CHRIS LYOU: The Probation/Parole Committee has continued its monthly meeting scheduled. Briefly, we are at a full complement. Unfortunately, I bring to the Board a letter of resignation from one of our stalwart members of the committee, a Ms. Ronda Sencibaugh, who works at the Anchorage Complex. It was with deep regret that I accepted her letter. PO Sencibaugh has been a key member of this committee from the beginning and has provided a lot of energy and ideas to our committee. And, again, it is with deep regret I have accepted her resignation. I, honestly, gave her a few days to think about it and I went back to her and unfortunately once she makes up her mind about something, it is pretty tough to change it.

So I will be talking to committee members and assuming the election issue has resulted I hope in the September meeting to bring forward to the Executive Committee for consideration an additional name or names for consideration for appointment.

The PO Committee in general has been spending a lot of its time looking at key issues. Early on the goal and what I think are key objectives of the committee was to encourage the employer to proceed with reclassification of the job class. The short version is that, coincidentally, the Commissioner of my department [Department of Corrections] had also requested that and to began to do so, and naturally that gets a little more attention than our efforts on the union side. Nonetheless, we have been waiting for, of course, HR to get to us. And the last time I checked, we were ranked something, I believe, about 16 on the list.

It was anticipated, again with some caveats, but it was anticipated that hopefully this will be visited prior to the end of the current contract is what I have been told. The objective, there is a notation in that, that there is going to be consideration of a range increase, one range increase, that is what they are going to be looking at.

Obviously, we are going to be looking forward to the opportunity to working with HR staff, assuming they proceed with a classification study.

In the interim what the committee has primarily also focused on is laundry list of issues. We have been trying to finalize that list in terms of kind of practical issues on the worksite. And again, once we finalize -- we were hoping to do so at the last month's meeting, but we did not have an established quorum -- so I am hoping in our June meeting to finalize this list and, again, be able to provide this for the E-Board in our next quarterly report for your information and review.

I would be happy to answer any questions that you might have.

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Discussion was had.

COMMITTEE CHAIR CHRIS LYOU: All that being said, I am generally pleased with the progress of this committee, and I appreciate your interest in PO Sencibaugh. Thank you, Jim.

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47
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50

Committee Appointments/Elections

Elections Committee

PRESIDENT BROWN: With respect to the Elections Committee, we do not have an acting Chair. We have three members. Before we go into the next election cycle, we will make sure we get our Elections Committee filled again.

1 Do you have any other information on that?

2 JIM DUNCAN: Just a comment on that. You said, "before we go into the next
3 election cycle." Let me just bring this to your attention: If there should happen to have to be a
4 new election as a result of the protest, I would encourage you to consider appointing members to
5 that Elections Committee prior to that because right now there are only three members on the
6 committee and some of them are seasonal workers, and it is difficult. So I guess I would ask your
7 consideration, I think it might be in your best interest if there has to be a re-election as a result of
8 the protests, in looking to filling out the Elections Committee prior to that.

9 PRESIDENT BROWN: We will see what the outcome of the Seferian and others'
10 decision then.

11
12 Grievance Review Committee

13
14 GRIEVANCE REVIEW COMMITTEE REPORT
15 May 15, 2006

16
17 No new cases were heard by the Grievance Review Committee since the last report was given. A
18 hearing will be scheduled for June to hear an appeal.

19
20 The Grievance Review Committee currently has two vacancies, one in Anchorage and one in
21 Juneau. A required training session for committee members will be scheduled after July 1, 2006.
22 Therefore, I am requesting that the President of ASEA/AFSCME Local 52 make appointments to
23 these vacancies prior to the training.

24
25 Thank you.

26
27 Teresa L. Anderson
28 Grievance Review Committee

29
30 CNC Seasonal Alternate position

31 The Business Manager on behalf of the Board sent out the following solicitations of interest to serve in
32 the vacant Rural Alternate position of the Contract Negotiating Committee: 4/21/06 email to all Seasonal
33 Workers of the GGU; Postcard to the home addresses of all Seasonal Workers of the GGU; and 5/16/06
34 email to all Seasonal Workers of the GGU.

35 Wade Wahrenbrock announced that in addition to the written statement of interest from Steve
36 McCombs, John Winters verbally made his interest known to serve in this capacity; both are Forest
37 Techs.

38 The Board will vote on this placement after lunch.

39
40 Calendar of Events

41 Calendaring of the September and December quarterly meetings will be addressed after lunch break,
42 giving time for the members of the Board to review their calendars.

43 **REPORTS – TREASURER**

44 Treasurer Karen Zubillaga reports that she has nothing to offer in addition to what has been covered in the
45 Business Manager's Report.

1 **UNFINISHED BUSINESS**

2 Resolutions, 2006 Convention (Postponed to May meeting)

3
4 Main Motion 06-239 (Referred Convention Resolution No. 11A)

5 Moved by Michael Williams, seconded by Wyatt Wheeler
6 To refer Resolution No. 11A to the ASEA Contract Negotiating Committee.
7 Motion 06-239 passed by voice vote.

8
9
10 Main Motion 06-240 (Referred Convention Resolution No. 20A)

11 Moved by Wade Wahrenbrock, seconded by Chris Lyou
12 To refer Convention Resolution No. 20A to the Business Manager to develop preparatory work for such a
13 contingency plan.
14 Motion 06-240 passed by voice vote.

15
16 Main Motion 06-241 (Referred Convention Resolution No. 25)

17 Moved by Sheila Fowlkes, seconded Wyatt Wheeler
18 To dispose without any action of the Board.
19 Motion 06-241 passed by voice vote.

20
21 (The Chair called for a brief break at 10:55 a.m., to resume the record at 11:30 a.m.)
22

23 **REPORTS - PRESIDENT'S REPORT (Continued)**

24 Committee Appointments/Elections (Continued)

25 CNC Committee – Rural Alternate position on the CNC (Continued)

26 The Board held a secret ballot vote on the two candidates nominated for the Rural Alternate position on
27 the Contract Negotiating Committee, and John Winters was elected. If either the Primary or Alternate
28 drops out, Steve McCombs would move up to the alternate position.

29 Schedule of Events

30
31 Main Motion 06-242 (Quarterly Meeting Schedule - Fairbanks)

32 Moved by Mike Thibodeau, seconded by Sheila Fowlkes
33 To schedule the next quarterly meeting of the State Executive Board in Fairbanks, to be held on
34 September 5 and 6, 2006, following the Labor Day Picnic festivities on September 4th.
35 Motion 06-242 passed, without objection.

36
37 Main Motion 06-243 (Quarterly Meeting Schedule - Anchorage)

38 Moved by Wyatt Wheeler, seconded by Sheila Fowlkes
39 To schedule a quarterly meeting of the State Executive Board in Anchorage, to be held on December 13
40 and 14, 2006.
41 Motion 06-243 passed by voice vote.
42

1 **NEW BUSINESS**

2 Constitutional Interpretation

3 Topic of discussion was on the Biennial Convention Delegate Allocation and the formula determination
4 thereof.

5

6 Main Motion 06-244 (Executive Session)

7 Moved by Sue Layton, seconded by Sheila Fowlkes.

8 To move into executive session to protect the privacy of individuals.

9 Motion 06-244 passed, without objection.

10

11 (The State Executive Board entered into executive session at 11:48 a.m., resuming general session at
12 12:00 noon.)

13

14 **MEMBER COMMENTS**

15 A telephonic connection was established at 12:00 noon for all incoming calls from members wishing to
16 address the Board, with the meeting continuing until such time a call is joined or member arrived.

17

Women's Committee Report

18

NADINE LEFEBVRE: Thank you, Mr. President, and all members of the Statewide
19 Executive Board, and any guests in attendance.

20

21 The Women's Issues Committee had very productive meetings prior to the 11th Biennial
22 Convention in March 2006. The standing committee had their mandatory annual meeting, followed
23 the next day with the Convention Committee meeting. During each session overwhelming
24 sentiment was the empowerment of our membership, support of preventive health care, safe
25 affordable child care, and encouragement of member participation statewide.

26

27 The Women's Issues Committee remains nonpartisan and works to serve the greater good
28 of the ASEA membership. Several more women from across our state have expressed their interest
29 in participating or supporting the Women's Issues Committee, and we are excited about the word
30 getting out.

31

32 The Women's Issues Committee continues to conduct monthly teleconferences to discuss
33 what we have learned from concerned ASEA women around the state who have contacted us with
34 their concerns, learning and training opportunities, and other issues related to the well being of
35 union women.

36

37 New issues that have come up since our previous quarterly report: At the Convention we
38 spoke with a Health Benefits Trust Board member about helping the Trust enlighten members to
39 healthier lifestyle choices. We suggested cooperation between them and the Women's Issues
40 Committee with Solidarity articles and web links and posted to the Pink Link in support of this
41 education effort.

42

43 We would also -- when I say "we," I am talking about the committee -- we want to initiate
44 a dialogue with all ASEA Chapter Presidents regarding union training. We hope to create a two-
45 year calendar, updated every year, with union training opportunities such as:

46

- 47 ■ AFSCME's Western Regional Women's Conference, which is held every other year. The
48 next conference will be Fall 2007.
- We have a Western Regional Summer Institute for Union Women, and that will be held this
year in Honolulu, Hawaii,. It is the 25th Annual. The dates are July 7 through 11;
registration deadline, May 26th. Hosted by the Center for Labor Education and Research
(CLEAR) University of Hawaii, West Oahu, www.uhwo.hawaii.edu/clear, click on SIUW
2006. Sponsored by United Association for Labor Educators, Hawaii State AFL-CIO and
ILWU Local 142.

1 Proposed Procedure Changes (P&P 17.01.020) for Sending Out Chapter Membership Information

2 Turnaround expectations for Requests for Information of chapter membership rosters were
3 discussed.

4
5 Main Motion 06-245 (Charge to P&P Subcommittee)

6 Moved by Wyatt Wheeler, seconded Michael Williams

7 To direct the P&P Subcommittee to clarify the means and method of determining the delegate allocation
8 for the biennial convention of ASEA.

9 Motion 06-245 passed by voice vote.

10
11 The Secretary called for and was granted by the Chair a point of personal privilege, to allow the following
12 address.

13
14 **GREETINGS FROM KODIAK COUNCILMAN CHARLES DAVIDSON**

15 Councilman Davidson extended a hardy greeting from Kodiak and thanked the Board for bringing with
16 them the sunshine. He welcomed the Board and brought greetings also from the ILWU, having recently
17 returned from their 33rd Convention, and his first. Speaking to the Board as a union brother,
18 Mr. Davidson expressed his concerns that the Union Movement nationwide is very challenged right now
19 and encouraged the Board and ASEA members to run for public office at the local level because “that is
20 where the rubber meets the road. Leave your skid marks.” He expressed that although Labor may be
21 losing some ground through the news media, that we as union members can rest assured that Labor is not
22 losing ground within the hearts of the workers.

23 Mr. Davidson put forward a plea for support of the ILWU resolution specifically addressing the
24 attempt in the future to fully enact the Gulf of Alaska Rationalization Program, laying at risk the fair play
25 in crewmembers getting their fair share of a boat’s haul. Coastal communities in Alaska as a result of
26 rationalization are experiencing very trying times. The Bering Sea rationalization program reduced the
27 fleet of boats fishing the Bearing Sea Crab from 285 to 85. Historically a 30% to 40% crew share is what
28 crewmembers were receiving dockside, but the rationalization calculations completely left off the
29 crewmembers in the implementation of this program on January 1st. All the shares are now given to the
30 boat owners, the reason given that it is too difficult to track the crewmembers. Mr. Davidson closed with
31 the promise to furnish the President and the Business Manager copies of this ILWU resolution.

32
33 **NEW BUSINESS (Continued)**

34
35 Chapter Membership Information (Continued)

36 Review of Processes Used to Identify Chapter Membership (Continued)

37 Discussion continued on the mechanics that the Union utilizes as an organization to identify chapter
38 membership lists and the perceived problems specifically of the rural chapters, or to identify occupational
39 classes for election purposes.

40 The Business Manager cautioned that the database was never going to be 100%. The Union can
41 only produce the database directly from a download of information from the state every pay period (three
42 different downloads per pay period). There are two ways a member may assist in the validity of the
43 database, update their address with the state and with the Union.

44
45 (The Chair calls for the Board to take a brief break at 12:50 p.m., resuming the record at approximately
46 1:10 p.m..)

1 Constitutional Interpretation (Continued)

2 President's Charge to P&P Subcommittee:

3 With respect to the agenda item concerning Constitutional Interpretation, the President refers the process
4 to the extent that it needs to be refined to the P&P subcommittee for a recommendation to be taken up at
5 the September meeting.

6
7 Karen Zubillaga shares with the P&P Subcommittee her experience on a prior elections
8 committee, that they disclosed periodically to the Board any anomalies through the elections process
9 instead of at the end of the process.

10
11 President's Charge to P&P Subcommittee:

12 Therefore, to the extent the P&P Subcommittee is dealing with election issues, at such time as the
13 subcommittee takes it up, the President charged the P&P Subcommittee to consider or review the P&Ps
14 with regard to any refinements that need to be given, or directions to the Elections Committee to provide
15 more detail in their report as to issues that arose in the course of the election and how the election might
16 be run more smoothly in the future.

17 Bush E-Board Seat Committee

18 Review of Convention Actions Associated with Constitution Change for Bush Seat

19 WADE WAHRENBROCK: Just to reiterate, during the recent convention there was
20 a constitutional amendment that was brought to the forum relative to changing the constitution to
21 include having a Bush Executive Board Seat. That met some stumbling blocks as to how you would
22 interpret or how you would define "Rural" versus "Bush." I believe as an outcome of the
23 convention, Gordon [Glaser] assigned a committee of Lauri Medlin, Rob Miller, and myself. Since
24 we have a new Board, and Gordon no longer president, I was just wanting to revisit or reiterate
25 that committee reference that Gordon originated. I think the intent of that group was to try to
26 refine language and constitutional amendment changes where it could come for a vote at a future
27 period.

28
29 Reaffirmation of committee assignments and Actions

30 PRESIDENT BROWN: Let me ask you this: Could you achieve that objective by
31 having those members participate with you in the Bush Committee and make that part of the Bush
32 Committee Report at the September meeting, and include in that report any recommendation,
33 bearing in mind of course if you want to make a constitutional amendment, you will have to get
34 your requisite number of signatures to have it included in the next election cycle, which will be next
35 winter.

36 WADE WAHRENBROCK: I think Jeff Barnhart indicated yesterday that he would be
37 interested in being on that committee or helping out on that cause, as well as Mike Gardner out of
38 Kodiak. So I think -- you know, it was intended as a separate committee but most of the makeup
39 is focused around the Bush Committee, so that could occur that way.

40 And the recommendation was for that group to draft language to amend the contract [sic]
41 and prepare things for a special election ballot.

42 PRESIDENT BROWN: Well, again, the procedure would be -- and you will have to
43 look to the constitution for the details -- but as I recall it requires 100 signatures -- is that right? --
44 100 signatures in support of the precise language that you want. Then if you get that in by the 30
45 days or 90 days in advance of the election --

46 MICHAEL WILLIAMS: We usually set the deadline as the same timelines that the
47 nominations are due. The E-Board does have opportunity to submit an opposing statement; and

1 the sponsor gets to submit a statement. So I would suggest you get it in before 30 days of the
2 election because there are other things that need to be done, to get that printed up and sent out.

3 PRESIDENT BROWN: So to that extent, do you want a separate committee or
4 have the Bush Committee bring it forward?

5 WADE WAHRENBROCK: I think the Bush Committee would be fine because it is
6 pretty much the same makeup.

7 PRESIDENT BROWN: And I would certainly urge you to include Rob Miller in any
8 of the discussions, that would be fine.

9
10 Sue Layton states her willingness to help as well.

11 Rural Chapter Visitation

12 Review of Resolution 31 (2004 Convention)

13 2004 Resolution No. 31:

14 RURAL VISITATION BY UNION LEADERSHIP AND STAFF

15 ***Submitted by: The Rural Committee***

16
17 WHEREAS, training opportunities are not provided equally among all geographic
18 areas in the state; and,

19 WHEREAS, Business Agents infrequently visit rural chapters; and,

20 WHEREAS, the rural executive board representative rarely visits rural member
21 job sites and/or chapter meetings;

22 THEREFORE, BE IT RESOLVED THAT training opportunities and associated
23 training budgets shall be developed; and,

24 BE IT FURTHER RESOLVED THAT the yearly budget shall include dedicated
25 funding for travel for business agents and/or the executive board representative to the
26 rural chapters.

27 28 Rural E-Board Representative Visit Requests

29 Rural Representative Wade Wahrenbrock put forward his argument upholding his request to attend rural
30 chapter meetings and have more interaction with the rural members. The Business Manager had no
31 budgetary problems with Wade Wahrenbrock as Rural Representative visiting the rural chapters; within
32 the approved budget of the Union, there is adequate funding accessible.

33
34 The Business Manager suggested that the Board to be aware that at the moment a notice of nominations is
35 published for the Rural Seat, it would be inappropriate to use union funds to send somebody that is going
36 to be possibly in that election to visit a rural chapter. The Business Manager would take the position at
37 that point of not approving funds, because it could be considered campaigning.

38 39 Main Motion 06-246 (Rural Representative Travel Authorization)

40 Moved by Sue Layton, seconded by Wyatt Wheeler

41 The Board authorizes the Rural Representative to attend chapter meetings of the Nome and Bethel
42 Chapters, inclusive of any required overnight stay.

43 Motion 06-246 passed by voice vote.

