



Alaskans Working For Alaska!

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12th BIENNIAL CONVENTION
ASEA/AFSCME LOCAL 52, AFL-CIO
MINUTES APPROVED BY
THE CONVENTION MINUTES
COMMITTEE
4/24/2008

Hilton Anchorage Hotel
3rd Avenue, Anchorage AK

BUSINESS SESSION
Alaska Ballroom, 2nd Floor
February 23-24, 2008

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1 12TH BIENNIAL CONVENTION
2 ASEA/AFSCME LOCAL 52, AFL-CIO
3

4 **DAY 1**

5 **PLENARY SESSION**

6 **WELCOMING CEREMONIES**

7 ASEA/AFSCME Local 52 President Fred Brown called the
8 meeting to order.

- 9 • Announcements
10 • Call for the Assembly to rise for the Presentation of Colors
11

12 **PRESENTATION OF COLORS**

13 Presentation of Colors (AJ Dimond JROTC Color Guard)

- 14 • National Anthem (AJ Dimond JROTC Trumpet Solo)
15 • Invocation by Chaplain Samuel Humphreys
16

17 **WELCOME COMMENTS BY ASEA/AFSCME LOCAL 52 PRESIDENT**

18 (Record failed due to technical difficulty)

19 President Fred Brown, the Presiding Officer of the
20 12th Biennial Convention 2008, ASEA/AFSCME Local 52, welcomed the
21 delegates, staff, members and guests.

22 President Fred Brown introduced Mark Begich, Mayor of
23 the Municipality of Anchorage.
24

25 **WELCOME BY MARK BEGICH, MAYOR, MUNICIPALITY OF ANCHORAGE**

26 Mayor Mark Begich gave thanks to the Assembly for the
27 work that they perform for the State of Alaska and gave a report on
28 the state of the Municipality of Anchorage.

29 Anchorage will soon have a completed convention
30 center and an additional parking garage that will provide over 900
31 parking spaces which will also be used by the State employees who
32 work in downtown Anchorage.
33

34 (Note of record: Cindy Calzada, Anchorage member, gave kudos
35 to the ASEA staff that helped to coordinate the reception held the

1 previous night and also extending her thanks to all the staff that
2 helped to coordinate the convention.)
3

4 **AFL-CIO GUEST**

5 President Fred Brown introduced Vince Beltrami,
6 President of the Alaska AFL-CIO.

7 **PRESENTATION BY VINCE BELTRAMI, PRESIDENT, ALASKA AFL-CIO**

8 Vince Beltrami reported to the Assembly that there
9 are approximately 60,000 members in the Alaska AFL-CIO. The U.S.
10 Department of Labor statistics listed Alaska number two in the
11 nation for union density. Also reported are 6,000 additional union
12 members gained in Alaska for 2007.

13 The Labor Coalition, made of multiple Alaskan unions
14 and organizations, has been active with many issues for working
15 Alaskan families. The main charge of the coalition has been the
16 pension coalition which is working to return to the defined benefits
17 plan.

18 The current Alaskan Legislature is made of numerous
19 legislators that are non-friendly to Alaska families. We need to
20 fight to get union friendly legislators. The Labor Coordinated
21 campaign will be active again during the end of July, early August,
22 which will get the Union members active in making sure that we elect
23 those good candidates, friendly to unions, into the legislature.

24 One of the things of great concern is that Labor is
25 being outspent by bigger corporations; we need to get involved with
26 getting Labor on the same page. The AFL-CIO is starting a new type
27 of raffle to encourage more participation. We need to pack the
28 floor on Tuesday. If we had the right people in Juneau then it
29 would be easier. We need to do something - get involved.

30 **AFSCME INTERNATIONAL GUEST**

31 President Fred Brown introduced Jim Schmitz, AFSCME
32 Director of Organizing and Field Services.
33

34 **SPECIAL ADDRESS BY JIM SCHMITZ, AFSCME INTERNATIONAL** 35 **DIRECTOR OF ORGANIZING AND FIELD SERVICES**

36
37 Jim Schmitz announced that this is a special occasion
38 as AFSCME is working to grow the Union because coming to Alaska for
39 Jim means that he has visited all 50 states. Recognition was given
40 to the State Executive Board, the Business Manager Jim Duncan, and
41 the Assembly for all the work that ASEA has endured during

1 organizing PSEA into the AFSCME Family, and for the decertification
2 we faced; and with help from the International Union "we sent them
3 packing."

4 Organizing the City Workers in Sitka is a step that
5 we can do to help fight for better workers' rights and to strengthen
6 the current structure by creating a bigger Union family.

7 Recognition was given to the International Vice-
8 Presidents Ken Allen and Greg Devereux. Both are forceful voices on
9 the International Board for building our strength through
10 organizing.

11 A Strategic Plan for ASEA has recently been adopted;
12 AFSCME is only as strong as is each local union and each chapter; if
13 there is weakness at any point then we are not as strong as we need
14 to be. What role do you play and what can you offer to strengthen
15 our union? How can you help your sisters and brothers to work
16 together in harmony?

17 Jim Schmitz provided the current state of the nation
18 in the Labor Movement. The economy, the sub-prime mortgage has
19 caused thousands of working families to lose their homes. Our
20 nation has lost jobs and unemployment claims raised to their highest
21 levels in January. Working families were already suffering and the
22 price of fuel and other costs continue to rise faster than pay.
23 Most working people have been working two or three jobs to keep a
24 decent income because all the better jobs have been privatized or
25 sent overseas. Vital services of AFSCME are being attacked. The
26 NLRB has abandoned its mission on protecting workers rights and are
27 standing with employers rather than standing with the workers. The
28 working people, in spite of the incredible hurdles and obstacles,
29 want to join a union. 40,000 child care workers voted to join with
30 AFSCME and have joined other states across the country. Our
31 victories did not come by chance, they are a result of our
32 commitment.

33 We grow our power by growing our union. Organizing
34 goals and the power to win asks that every affiliate needs to have a
35 full-time organizing staff; second is each affiliate and the
36 International shall have an articulated organizing strategy and
37 strategic organizing targets. When we organize new groups into the
38 Union we are doing it by growing in strength to help the current
39 members to achieve a better contract. Finally and the third goal is
40 numeric goals - winning representation rights equivalent to three
41 percent of the membership. For ASEA that would mean about 225
42 workers and 20,276 members for AFSCME.

43 There are principles that we must follow.

44 We must build relationships with the workers that are
45 organizing through one-on-one communication, like visiting workers

1 at their homes. We enlist Volunteer Member Organizers (VMO) for this
2 purpose.

3 Workers have to take ownership of their own
4 organizing campaign through an active and visible organizing
5 committee. The staff can help guide but the workers must organize
6 their own campaign so we gain the support of the overall majority of
7 the workers involved.

8 We must articulate a vision so they understand the
9 campaign; and we expect fierce employer opposition and we prepare
10 for it.

11 It is clear that all of AFSCME must be as strong as
12 possible if we want to continue to grow and bring help to all
13 workers to have a better life.

14 We cannot cloud our vision; the adoption of the
15 Strategic Plan states what you need to focus on.

16 Special thanks was given to the ASEA State Executive
17 Board for adopting the plan in December; but it takes the action of
18 you and the responsibility of each and every one of you; we all have
19 what it takes to make ASEA stronger.

20 Solidarity - keep any internal disagreements in
21 perspective and once the vote has been taken, we march out as one.

22
23 (The Presiding Officer called for a 15-minute break at 9:33 a.m.,
24 resuming the record at 9:48 a.m.)
25

26 BUSINESS SESSION

27 CALL TO ORDER

28
29 The Presiding Officer, President Fred Brown, called
30 to order the 12th ASEA/AFSCME Local 52 Biennial Convention 2008.
31

32 CONVENTION COMMITTEE REPORTS

33 REPORT OF THE CREDENTIALS COMMITTEE (SEATING OF REGULAR DELEGATES)

34 CREDENTIALS COMMITTEE CHAIR VALERIE KENNY
35 (Anchorage): Good morning. Mr. Chairman, the report of the
36 credentials committee is as follows: the following members have
37 registered as voting delegates as of 8:00 a.m., February 3, 2008;
38 **delegates seventy-three (73), alternates eight (8)** for a total
39 registration of **73 delegates and 8 alternates**. Shall the names of
40 all the delegates be read at this time?
41

1
2 (See Exhibit 1, Official List of
3 Regular Delegates)
4

5 PRESIDING OFFICER: If there is no objection; that
6 will not be necessary.

7 COMMITTEE CHAIR: Thank you.

8 **Main Motion 08-073 (Seating of Regular Delegates)**

9 Moved by recommendation of the Credentials Committee to accept the
10 Official List of Regular Delegates as the voting members of the 12th
11 Biennial Convention of ASEA/AFSCME Local 52.

12
13 Main Motion 08-073 passed, by a voiced majority vote

14 **REPORT OF THE CONVENTION MINUTES COMMITTEE**

15
16 President Fred Brown announced Secretary Michael Williams as the
17 appointed chair of the Convention Minutes Committee.

18 **REPORT OF THE RULES COMMITTEE: ADOPTION OF THE RULES**

19
20 PRESIDING OFFICER: Next item of business is the
21 report of the Convention Rules Committee. Chairman of the Rules
22 committee is Pat Moss, would you please present your report.

23 COMMITTEE CHAIR PAT MOSS (Midnight Sun): Yes, we met
24 yesterday morning and we made three slight changes which I hope you
25 all have by now for your approval. The first one has to do with
26 rule six (6) which has to do with cell phones. In past meetings and
27 conventions we found that when people take incoming calls, even if
28 the phone rings while they are in here, it is very disruptive that
29 they are talking as they are going out the door. So we have added
30 please no incoming calls or outgoing calls allowed in the Assembly
31 area. We know that there may be some folks that are on-call and it
32 would be at least a buzzer, a vibrator; so, if you could refrain and
33 take the call once you get out of the Assembly that would be
34 appreciated.

35 Then on number two, under the speaking and voting
36 procedures, we are talking about voting delegates. It says physical
37 presence of voting delegate is required for voting purposes and that
38 there is one exception, and that is with the exception of
39 Constitutional Amendment No. 6.05 because we have some delegates
40 that contain multiple votes because they have proxies and there are
41 three of those delegates here today.

1 Also there is one more change that we would like to
2 suggest; on number five (5), when you are recognized by the chair
3 when you want to speak on a motion, we ask that there be no
4 discussion or debate in the line while you are waiting because that
5 again is very distracting. As you can tell these aisles are fairly
6 close together so if you are debating behind the person that is
7 speaking it is very distracting and it is hard for the members on
8 the side of you to hear what is going on, so if you could please
9 refrain.

10 We are recommending that these rules be adopted.

11 PRESIDING OFFICER: Thank you. You have on your
12 tables a set of rules and you have heard some of the points that are
13 emphasized. The presentation was given as a motion to adopt the
14 rules. Is there any objection to adopting the rules? Hearing no
15 objection, the rules are adopted.

16
17 (See Exhibit 2, Convention Rules and
18 Order of Business for the 12th Biennial
19 Convention 2008, ASEA/ASCME Local 52)
20

21 **Main Motion 08-074(Adoption of the Rules)**

22 **Moved by Committee Chair Pat Moss (Midnight Sun) on behalf of the**
23 **Rules Committee to adopt the Convention Rules and Order of Business**
24 **for the 12th Biennial Convention 2008, ASEA/AFSCME Local 52, as**
25 **printed.**

26
27 **Main Motion 08-074 passed, without objection.**

28
29 PRESIDING OFFICER: The next item on the agenda,
30 the Credentials Committee, Val Kenny.

31 **REPORT OF THE CREDENTIALS COMMITTEE (SEATING OF IRREGULAR**
32 **DELEGATES)**

33 COMMITTEE CHAIR VALERIE KENNY (Anchorage):
34 Hello again. Mr. Chairman the report of the Credential Committee is
35 as follows: the following members have registered as irregular
36 delegates as of 8:00 a.m., on February 23, 2008; **delegates, two (2),**
37 **alternate, one (1),** for a total registration of **two (2) voting**
38 **irregular delegates carrying votes for two chapters and one (1)**
39 **alternate.** Those irregular delegates are Katie Sullivan from
40 Juneau, and Dayna Norris from Cordova. The irregular alternate is
41 Larry Owen from Juneau. By the decision of the Credentials
42 Committee I move that the roll call of irregular delegates and

1 alternate hereby be adopted as the official roll of the voting
2 members of this meeting at this time.

3 **Main Motion 08-075(Seating of Irregular Delegates)**

4 Moved by Committee Chair Valerie Kenny (Anchorage) on behalf of the
5 Credentials Committee that the Irregular Delegates Katie Sullivan
6 (Juneau) and Dayna Norris (Cordova) to be added to the roll of
7 voting members and that Irregular Alternate Larry Owen (Juneau) be
8 added to the roll of registered alternate at this 12th Biennial
9 Convention 2008, ASEA/AFSCME Local 52, at this time.

10

11 Main Motion 08-075 passed, by a voiced majority.

12

(The Irregular Delegates joined the Assembly.)

13

ADOPTION OF THE AGENDA (CONVENTION PROGRAM)

14

PRESIDING OFFICER: Take out your program.

15

Over the next two days you will see a draft of what the agenda will
16 consist of. Let me suggest that based on discussions earlier there
17 was agreement as has been the case in prior conventions to focus on
18 adopting the Constitutional Amendments prior to going through the
19 Resolutions and as you all know there are many of both; but given as
20 we have discussed several times, the changes to the Constitution are
21 effective for the long term health of our Union, so therefore, we
22 believe we are in a fair amount of importance.

23

Again, Resolutions would be effective and would
24 give guidance for the next two years, and if necessary the Executive
25 Board can take those up to the extent that we run out of time.

26

So, I have gone a long time or gone around about
27 to suggest that if there is no objection we are going to move
28 Amendments ahead of Resolutions with one caveat; and that is, that
29 we will suggest that when we get down to this report, that the
30 Constitutional Amendments Committee will give their suggestion as to
31 the order of Amendments that would be presented and I think that the
32 idea is to basically present them in the same order that they are in
33 your packet with some bringing together of those amendments of
34 similar topic and then we would adopt that recommendation or any
35 changes in the order you would suggest and then we would take up
36 resolutions. The Resolutions Committee does have a realigning of
37 the order of their resolutions and so we would present that order
38 for you all to consider or amend and then we would adopt that
39 sequence. Then we go back to the Constitutional Amendments
40 Committee, we will go through all the Constitutional Amendments, and
41 then we would act on the Resolutions as we have time. Now is that
42 clear to everyone, right?

43

UNIDENTIFIED VOICE: Not exactly.

1 PRESIDING OFFICER: All right. We will do
2 those, the sequencing at the time they give the reports. Most
3 likely that will be this afternoon. Did you have a question, Cindy?

4 CINDY CALZADA (Anchorage): I am a little
5 confused, I apologize.

6 PRESIDING OFFICER: Step up to the mic, would
7 you please.

8 CINDY CALZADA (Anchorage): What agenda are you
9 using? I think I am a little -- are you using -- because I am not
10 seeing where you have got amendments and resolutions or the order.
11 The order, I do not see that on any of the papers that I have like
12 the resolutions, amendments, that order. What paper are you using?

13 PRESIDING OFFICER: Everybody has got their
14 bible (12th Biennial Convention Binder).

15 CINDY CALZADA (Anchorage): Right.

16 PRESIDING OFFICER: Right and inside the bible
17 (12th Biennial Convention Binder) there is what is referred to as the
18 -- there should be a Program. The Program is the first tab and
19 behind the first tab, if you put it there, is what is referred to as
20 the Biennial Convention Program. Turning over to the last page on
21 Saturday starting at 1:00 p.m., or before if we get to it, there is
22 what you call the oral presentation and floor dialogue. There will
23 be a series of reports given by your various committee chairs, so
24 committee chairs get ready for that. And, then when we get down to
25 the Constitutional Amendments Committee, they would give their
26 suggested order of presentation of constitutional amendments and
27 then the Resolutions Committee will give their suggested order of
28 resolutions and then we will either adopt that order or not.

29 CINDY CALZADA (Anchorage): So we will not start
30 actually looking at them --

31 PRESIDING OFFICER: No.

32 CINDY CALZADA (Anchorage): -- until after that --

33 PRESIDING OFFICER: Correct.

34 CINDY CALZADA (Anchorage): late in the
35 afternoon today?

36 PRESIDING OFFICER: Correct.

37 CINDY CALZADA (Anchorage): All right.

38 PRESIDING OFFICER: We will just be adopting the
39 order and that is it at that time.

40 CINDY CALZADA (Anchorage): Okay.

41 PRESIDING OFFICER: And then in due course then
42 we will proceed to go methodically and systematically through all
43 the amendments.

44 CINDY CALZADA (Anchorage): Okay that clarifies
45 it, thank you.

1 PRESIDING OFFICER: All right good. Now it is
2 clear to everyone now, right? All right if there are no other
3 questions then we will proceed to adopt the agenda as set out in the
4 program with the caveat that there will be the redefining of the
5 order and the -- also, Mary is telling me that I need to make sure
6 that there is no objection to allowing the Presiding Officer to
7 adjust the times as necessary.

8 **Main Motion 08-076(Adoption of the Agenda)**

9 Moved by Michael Williams and seconded to adopt the ASEA Biennial
10 Convention Business Program with the revisions under Convention
11 Committee Reports, to hear the Constitutional Amendment Committee
12 Report before the Resolutions Committee Report; and the Presiding
13 Officer shall be allowed to adjust the times as necessary.
14

15 Main Motion 08-076 passed as revised, without objection.

16 **STATE OF THE UNION**

17 **PRESIDENT'S REPORT**

18
19 PRESIDENT FRED BROWN: As discussed we are now
20 at the part of the program where we talk about the State of the
21 Union. In short, let me say ASEA is in good shape and in large part
22 that is due to our outstanding Business Manager and staff. I would
23 like us to give them a round of applause.

24 (Applause)

25 PRESIDENT FRED BROWN: But we can do better and
26 as the result of the actions that we are going to take during the
27 course of this convention we will do better, our status will improve
28 and so together we will follow the cues given by our earlier
29 speakers to indeed march out of this convention as one, stronger and
30 more unified as the result of gathering here today.

31 Two years ago we left the 11th Biennial
32 Convention with a shared purpose of achieving a superior contract
33 before convening this convention. We did meet to elect our contract
34 negotiating committee members. The CNC did meet with the state,
35 they did bargain, they did agree to a tentative agreement which was
36 ultimately ratified by our members; but many will debate whether we
37 accomplished the goal of a superior contract. There can be no
38 debate, however, in my view that the bargaining team members put
39 their very best efforts into the effort. Frankly, I do not think
40 that we have a resolution in our packet which proposes to honor and
41 recognize the outstanding effort that they undertook so I would like

1 the members of the CNC who are here and present to please stand to
2 be recognized.

3 (Applause)

4 PRESIDENT FRED BROWN: Of course part of the
5 difficulty that the CNC had in the course of presenting their case
6 to the state was with respect of the uncertainty of knowing just how
7 firmly all of our members across the state were standing behind
8 their efforts. As you will recall at the time that we met at the
9 last convention we were already late in the bargaining cycle. In
10 other words, we had less than one year to go before the bargaining
11 would begin. That is not the case this time; we have a good two
12 years to get ready for the next round of negotiations.

13 In anticipation of that many of you participated
14 in signing resolution No. one which is in your bible, back in the
15 back, behind the very last tab, and you will see close to a hundred
16 names listed as co-sponsors of this resolution. Jumping to page two
17 of four, it says given the whereas clauses, the ASEA Executive Board
18 is directed to prepare a plan within the next two hundred ten days
19 to be implemented over the next three years toward achieving a
20 superior contract in the next round of negotiations beginning in
21 2009; and, be it further resolved the ingredients of the plan should
22 include a timeline and benchmarks of progress and success to address
23 issues including political organizing, worksite meetings, member
24 communication and education, including reactivation of the BAT
25 structure and organizing rallies and information leafleting and
26 strike fund preparedness, including enhancing the strike fund.

27 This resolution was written last fall and
28 circulated early on and as you can see there was some effort into
29 getting a lot of people to sign on as co-sponsors. It was right
30 about that same time that the Executive Board was considering a
31 parallel track and you were given copies of that when you came to
32 the training the other day and there are still copies around if you
33 do not have one handy but it was called the ASEA/AFSCME Local 52
34 Strategic Goals and Action Plan which was adopted in December.
35 Turning to the components or the ingredients of that action plan you
36 will find a series of them.

37 The first one is to organize new bargaining
38 groups and increase active membership. I would like to give as an
39 example some of the outstanding effort that some of our members are
40 already undertaking. I am proud to say from Fairbanks, Shawn
41 Alexander has methodically and systematically set up weekly, or
42 more, worksite meetings throughout the City of Fairbanks, and so I
43 would challenge as I am sure he would all of you in your respective
44 communities to try to work with staff and bring them over to the
45 worksites throughout your communities so as to improve the level of
46 member communications in your respective communities.

1 Secondly, in the strategic plan is the feature
2 to increase financial resources of the Union to meet member needs.
3 As you all have seen, there is one proposal that is being circulated
4 behind constitutional amendment No. five. When we get to that point
5 in the debate we will be able to go through and review some of the
6 details of that reorganization of our dues structure; but if that
7 should pass, we are confident that would provide the financial
8 resources of the Union to meet our members' needs and to, as
9 described earlier, improve the status of our Union.

10 Number three, improve internal communication and
11 member education; four, strengthen ASEA's public image and increase
12 public awareness of the valuable services that ASEA members provide.
13 On that point I just wanted to mention, that given that this is my
14 favorite sport of all, I am jealous that in Juneau, Stephen Wright
15 in his first year out with his ASEA Terminators won the Citywide
16 Championship Softball Tournament.

17 (Applause)

18 PRESIDENT FRED BROWN: And meanwhile, Bryan
19 Evans and others who are leading other chapters have been
20 undertaking such activities such as chapter food drives; and again,
21 the outcome has been increasing and improving the public image and
22 awareness of what we, as members of ASEA, are all about.

23 (Applause)

24 PRESIDENT FRED BROWN: And finally we have had a
25 lot of discussion about increasing our political strength and so we
26 will be spending some time as to what we can do in that regard as to
27 how to improve our political strength and influence in our state.

28 Let me just say as President, you get lots of
29 advice.

30 VALERIE KENNY (Anchorage): Do you take it?

31 PRESIDENT FRED BROWN: And the question is, and
32 it is an unanswered question yet, do I take it?

33 (Laughter)

34 No. Indeed I do take it. I will give you some
35 examples. I introduced you all yesterday to Vinnie O'Connor who has
36 been a past president of ASEA and he has given me some advice over
37 the years. Gordon Glaser has, respectfully continued to advocate
38 for policies that he believes. Vinnie (sic) Thomas yesterday
39 promised me and I am still waiting for the secret presidential
40 handshake.

41 ERNEST THOMAS: That is Ernie right up front.

42 PRESIDENT FRED BROWN: Ernie, that is right and
43 I have got it written right here "Ernie".

44 Mike Williams has been an Acting President and
45 an active advisor to me and I certainly do appreciate his advice.

1 But it is not only from the past presidents who
2 I do appreciate your continuing involvement. Everyone I named is or
3 has been here during the course of this convention and it is really
4 a tribute to you all the fact that you have been committed to the
5 ongoing mission of this Union and again I thank you all for your
6 participation.

7 In fact I would like to give them a hand, round
8 of applause.

9 (Applause)

10 But it is not just from the leadership. More
11 importantly it is from the members that I get advice and I do try to
12 listen carefully and follow. And one that I am running against
13 right now, Nadine Lefebvre, is not bashful about giving her opinions
14 and I had this conversation with her earlier. She gave me
15 permission to report our private conversation, at least this
16 component of it, so I appreciate that. She and I discussed during
17 the course of our campaign that we would keep this civil that we
18 would agree to carry forward the message of our Union that we do
19 hope to achieve a common mission of improving the action and
20 activities of our Union, and she wanted me to add the additional
21 component that said, "Yes, we are going to run competitively with
22 one another. It is going to be Hilary versus Obama round two."

23 (Laughter)

24 PRESIDENT FRED BROWN: Another one who gave me
25 advice and for those of you who know her, she is another not bashful
26 about giving opinions, Michelle Lisper. She suggested early on in
27 the convention -- and I asked her to remind me but I thought that as
28 I was preparing those remarks that they are certainly good to bring
29 up at this time as well -- that we do have a tone that we hope to
30 develop and institute here at this convention which is positive,
31 with a goal, again of achieving further improvement in our Union and
32 achieving more effective and efficient success in improving our
33 message, not only among our members, to the state leadership as a
34 whole. We do have a common mission, and although we will have an
35 engagement in active and spirited debate during the course of this
36 convention, I would ask that you too take Michelle's advice that we
37 at the end, as Jim Schmitz said this morning, let us march out when
38 we are all done in a common direction and a common goal; let us
39 march out as one. Thank you.

40 (Applause)

41 **SECRETARY'S REPORT**

42 PRESIDING OFFICER: Next in our program is a
43 presentation from one of my mentors, Mr. Mike Williams as Secretary.

44 SECRETARY MICHAEL WILLIAMS (Anchorage): Good
45 morning delegates.

1 ASSEMBLY: Good morning.

2 SECRETARY MICHAEL WILLIAMS (Anchorage): Glad to
3 see your bright and shiny faces here ready to get to the business of
4 this convention. I will not hopefully take too much of the edge off
5 of that bright cheeriness with the dull Secretary's Report but there
6 are a few things of formalities that we cover and make sure that we
7 address so that the delegates know that the business of the last
8 convention was carried out over the course of the last two years;
9 and so for your information I do have the amendments and resolutions
10 that passed at the last convention.

11 I am not going to go through every one of them
12 because there were some, you know, sixty of them that passed. I will
13 hit the highlights; and I think, whether you realize it or not; some
14 of you who were delegates at the last convention. The resolutions
15 that passed and the action that we as a Board carried out over the
16 last two years really focused in on the elements of this Union that
17 make us great and that do coincide with the Strategic Goals of this
18 Union that the Board had put together. Those areas focus in on
19 training, organizing, pay and solidarity.

20 So whether you realize it or not, the plan you
21 set out at the last convention were the TOPS - Training, Organizing,
22 Pay, and Solidarity. So, some of the highlights of the resolutions
23 that passed were dealing with stewards time and stewards training
24 and over the last two years we have implemented regular biannual
25 steward training, both beginning stewards training and advanced
26 stewards training, at each of the Union office locations and then
27 bringing members from the rural communities into one of those
28 Juneau, Anchorage or Fairbanks locations to receive training.

29 We have of course implemented the Member
30 Advancement Program (MAP) which is an opportunity to strengthen
31 internal and external organizing by allowing members to voluntarily
32 elect a portion of their dues to go towards member advancement. We
33 certainly had member participation in the communications process and
34 public relations process. That was an important component that
35 members wanted passed at the last convention so we, as part of
36 carrying out that communications strategy, was to hire new staff and
37 increase the amount of radio ads and news ads that we have shared
38 with the other Unions during the collective bargaining process, Ad
39 space in the paper advocating for higher wages to State employees
40 and of course recently as our Business Manager reported to us, we
41 are a sponsor on Gavel-To-Gavel. So if any of you regularly tune
42 into Gavel-To-Gavel and watch the legislative sessions there you
43 will oftentimes see our little ad there in the daily Gavel-To-Gavel
44 piece.

45 There is the continued support of the Women's
46 Issues Committee. We have worked closely with Nadine and her

1 committee members in hearing out their ideas, a lot of which were
2 recommendations to the Health Trust and improving some of our health
3 care benefits but with respect to the Women's Issues. And I am
4 pleased to say that the Trust did take those suggestions to heart
5 and did increase the benefits that are available with respect to
6 Women's Issues as well as increased the preventative care benefit
7 for everyone by implementing a wellness program as well as including
8 a \$350.00 annual benefit per participant so that you can use that
9 for physical exams or other preventative care services as you
10 desire.

11 Of course in the political realm, we took a
12 position in opposition to the defined contribution plan. And while
13 over the last two years we have not had quite the majority support
14 in the legislature of overturning the defined benefit plan, we did
15 get legislators to sponsor legislation that would propose
16 overturning and going back to the defined benefits system; that is
17 Senate Bill 183. And, with our increased emphasis on member
18 participation in the political process we did get more labor-
19 friendly legislators elected last November. So, there is some
20 movement in the right direction there within the political process.
21 We are gaining recognition and we did gain recognition from AFSCME
22 at the last AFSCME national convention in that we have hit our first
23 mark of reaching the ten percent of our membership being involved in
24 the P.E.O.P.L.E. campaign. Of course, now we want to set our sights
25 a little higher and lengthen our stride a little bit and get our
26 participation hopefully up to the fifteen percent mark so that we
27 can get recognized at this next convention as continuing to add to
28 our P.E.O.P.L.E. program.

29 We of course listened to the committees of the
30 various aspects of our Union. For example, the Bush Committee at
31 the last convention had recommended realigning some of the chapter
32 boundaries to bring members' interests closer together. For
33 example, that resulted in the realignment of Barrow into affiliation
34 with the Nome Chapter; and the Class I Committee, there was the
35 continuing effort as Chris Lyou pointed out in his committee report
36 yesterday in the classification review studies and the success that
37 we achieved in the pay grade adjustment for the nurses.

38 In sum, the convention is a great place to pass
39 resolutions, to give the Board and this Union direction and goals of
40 what to achieve. And if anyone has specific questions about any
41 particular resolution from the last convention and how it was
42 specifically handled, you can catch me during any of the breaks or
43 recesses and ask me about that; also, as to any resolution and how
44 it affected policy. The policies and procedures of this Union are
45 available in the Lupine Room for review as well as being posted on
46 the website.

1 So with that I will conclude by giving the
2 delegations at this convention the challenge to keeping up the high
3 standard of the past conventions and the resolutions that have come
4 forward and passed at the previous conventions. I challenge you to
5 put forward your good ideas here today and tomorrow and work
6 together to getting those passed. Thank you very much.

7 (Applause)

8 **TREASURER'S REPORT**

9 PRESIDENT FRED BROWN: Next item on the agenda
10 will be the Treasurer's report and as the Treasurer is coming up
11 here I will refer you to your "bible". You will see a tab called
12 Financial Statements and right behind that there will be a proposed
13 budget. And so at the conclusion of the Treasurer's report we will
14 act on that budget; so you can be taking a look at. Listen
15 carefully to what Karen has to say but be aware we will be acting on
16 it shortly. Please join me in welcoming back to the podium Karen
17 Zubillaga.

18 (Applause)

19 TREASURER KAREN ZUBILLAGA (Midnight Sun): Thank
20 you Fred. The budget has been amended. There are new copies
21 available on the back table and I will just tell you what has
22 changed because it is a minor modification.

23 The Budget Committee made a motion to transfer
24 \$5,000 from Rural Chapters/Grievance Investigation under Contract
25 Administration to Meeting Expense under Operating based on
26 historical actual expenses. Part of that is because some of our
27 Rural visitation falls under a category better known as meetings.

28 So under my Treasurer's report I want to say
29 hello and thank you. It is so nice to see you all again. I would
30 first like to thank Jim Duncan our Business Manager. He has done an
31 excellent job, the staff has done an excellent job. Jim is
32 continually finding new ways to find revenues and keep costs down
33 and our staff supports him in that endeavor and I think that is
34 wonderful and I am just so happy with his performance in that
35 regard, not just that

36 (Applause)

37 -- but as Treasurer.

38 Our financial position is healthy, we are doing
39 well, and the Bargaining Strike Reserve Account at last report was
40 1.2 million dollars. Our dues revenue for this coming fiscal year
41 is at 4.1 million dollars; however, at this current level of dues
42 revenue we are going to see an increase in our costs. We are not
43 going to see a significant increase in revenue to cover that, so we
44 are going to have to think about ways to increase our income.

1 What does that mean to you as members? We are
2 going to need your help. We are going to need your help in
3 organizing new units; we are going to need that revenue to offset
4 our expenses. We are going to need your help in supporting the
5 dues restructure. If we do not do that we are going to have to
6 decrease our level of service or something else or we are going to
7 have to take money out of our reserve account just to keep our Union
8 operating.

9 So as Treasurer, that is my report.

10 **Report of the Budget Committee - Proposed Budget FY2009**

11
12 COMMITTEE CHAIR KAREN ZUBILLAGA (Midnight Sun):
13 I also have a formal report as submitted by the Budget Committee.
14 The Budget Committee recommends that future Budget Committees be
15 provided at least seven (7) days prior to the convention the
16 following items: (1) a detailed line item expenditure and revenue
17 budget, (2) previous two fiscal years budget and actual with
18 variance, (3) the Business Manager and Treasurer shall prepare a
19 budget recommendation on how to fund a deficit if any; signed your
20 Budget Committee members, Bryan Evans, Michelle Lisper, Rich Sewell,
21 Sonja Zastrow, and Karen Zubillaga. I would like to put that on the
22 record and see if there are any questions.

23 **Main Motion 08-077 (Budget FY2009)**

24 **Moved by Treasurer Karen Zubillaga (Midnight Sun) on behalf of the**
25 **Budget Committee to approve the Fiscal Year 2009 Budget as presented**
26 **by the committee.**

27
28 PRESIDING OFFICER: All right you have heard the
29 Budget Committee's report. You now have before you a motion by the
30 Budget Committee to approve the 2008-2009 fiscal budget as
31 submitted. Is there any discussion?

32 Is there any objection?

33 Hearing no discussion, hearing no objection, the
34 budget is adopted as presented. Thank you very much, Karen.

35 (Appause)

36 **Main Motion 08-077 passed without objection.**

37
38 PRESIDING OFFICER: And, now we have heard how
39 outstanding he is. We are looking forward now to his report.
40 Please join in welcoming back to the podium Jim Duncan.

41 **BUSINESS MANAGER'S REPORT**

1 BUSINESS MANAGER JIM DUNCAN: Thank you very
2 much and good morning. Let me just say it is a real pleasure for me
3 to be able to speak once again at your Biennial Convention. This is
4 the third time that I have had the opportunity to be at your
5 Biennial Convention as your Business Manager and I look forward to
6 each and every one of them. I was hired to be your Business Manager
7 back in February of 2003 and time has flown for me. It has been an
8 enjoyable time and it has been a challenging time but it has been
9 one that has been productive for me in my life and I hope it has
10 been productive for this Union and for the strides that we have made
11 over the years to bring the Union forward.

12 I do want to recognize each and everyone of you
13 who are here as delegates and those who are guests and members who
14 are guests for the fine work that you have done while I have been
15 Business Manager. I say that I am constantly impressed with the
16 quality of the individuals that we have in this Union and who work
17 for the State of Alaska and deliver services to the people of the
18 State of Alaska and I think that the contributions that you make to
19 this State through your job are often overlooked by the public and I
20 believe that you do deserve a much higher level of recognition
21 because you perform your jobs well and you perform them under some
22 difficult circumstances and you do it for the most part with high
23 integrity and that is to be commended and I commend each and every
24 one of you. In fact I would like to give you and ask you to give
25 yourselves a round of applause for the work you do.

26 (Applause)

27 BUSINESS MANAGER JIM DUNCAN: What I want to
28 talk about today are the challenges that we face in this Union and
29 what you folks have been doing over the past two years to address
30 those challenges. I would agree with President Brown and let me
31 just say, first of all, it has been a pleasure for me to work with
32 the Executive Board. The Executive Board I think has been committed
33 to doing a very good job for you and let me assure you, they have
34 listened to what you, the members, have been saying and I believe
35 that President Brown and the other members of the Executive Board
36 have done a great job in providing leadership in this Union and I
37 would also like you to recognize and then them at this time.

38 (Applause)

39 BUSINESS MANAGER JIM DUNCAN: I would agree with
40 what President Brown said as he gave his State of the Union. The
41 State of the Union is good. But I have got one other state that we
42 have got and that we are in a state of challenge, of continuous
43 challenge; but I believe that this Union is up to meeting that
44 challenge and you as members are up to meeting that challenge and I
45 look forward to working with you to do that.

1 You know I have had some folks ask me once in a
2 while, how do you find this job? Is it relaxing? Do you have lots
3 of spare time?

4 (Laughter)

5 BUSINESS MANAGER JIM DUNCAN: Is there ever any
6 conflict or difficulties that you run into with the members?

7 (Laughter)

8 BUSINESS MANAGER JIM DUNCAN: The answer to all
9 those are yes. It is relaxing.

10 (Laughter)

11 BUSINESS MANAGER JIM DUNCAN: I do have some
12 spare time periodically. I do run into some conflict periodically.
13 I hope that we have addressed those conflicts or can address those
14 as we move ahead and we address those in a very positive manner.

15 You know there are sometimes when I get up in
16 the mornings and I know what is ahead of me in that day that it
17 takes an extra cup of coffee maybe to get me going and then there
18 are those times also at the end of the day when we have made it
19 through the day and I get home and I am sitting there relaxing and
20 sometimes it takes an extra glass of red wine.

21 (Laughter)

22 BUSINESS MANAGER JIM DUNCAN: So I can really
23 sit back and realize what you folks have accomplished as members and
24 it has been my pleasure to be a part of, as your Business Manager.

25 What I want to talk about today though is what
26 our Union is like and what we would be able to do during the past
27 two years, what you folks have been able to do and we as staff have
28 been very pleased and privileged to support you in doing that and I
29 want to put into perspective what type of Union we are and I think
30 you are going to be surprised by some of these figures, at least I
31 was. I got to tell you that in fact, about ten minutes ago went
32 back and asked my staff who generated some of these figures for me,
33 are you sure this is correct and they assured me it is correct. So
34 I want to talk about that and the challenge -- why that would bring
35 some challenges and how we have reached out with your help to try to
36 train and motivate and educate our members in some of the programs
37 that we have and get them involved, how you have worked with us to
38 activate our membership, how we have tried to communicate with the
39 membership. And I have to say at the outset, you never do as well
40 as you should do in communication. We try but we can always do
41 better and we are going to try to continue to improve and then also
42 talk about some of the worksite problems we face. So if we can
43 begin by doing that I want to give you some background on this Union
44 and why it is a challenge, why we are in a state of challenge right
45 now.

46 [Business Manager's PowerPoint presentation begins]

1 You know, one thing that we know that we do have
2 is we have a very dynamic and a very changing membership. It is
3 dynamic and changing on a daily basis in the General Government Unit
4 and you are going to be surprised, believe, at how changing it is
5 and that is why we have such a challenge.

6 The ASEA membership changes daily and it is a
7 challenge for the staff and it is a challenge for you as members to
8 address the fact that we are seeing a large number of new members on
9 a daily basis and on a yearly basis. And on the screen you will see
10 a chart, which shows what the impact has been during the past two
11 years.

12 During the past two years in our bargaining unit
13 of slightly more than 8,000 members, we have had 4,381 new members
14 in the last two years. You can see by the bar, by the chart, how
15 many were in 2006, 1,965 who have entered; and the number that left,
16 almost a like number that left; and then what happened in 2007.
17 That presents a real challenge for this Union. That presents a real
18 challenge for you the leaders of this Union because as we have that
19 many new members coming into our Union, it is all of our job, the
20 staff and you as delegates and members of this Union to reach out
21 and connect with them and get them to understand the benefits of
22 this Union and what it is about and why it is important and exciting
23 to be a member of the General Government Unit. That is the
24 challenge that we have to face.

25 Let me also say that it is a challenge for the
26 State of Alaska because if you look at those numbers you say "Wow,
27 what that means as far as the State of Alaska goes in providing
28 services to the State?" Well, one thing that we have found out, and
29 I went back and talked to Scott about it this morning just to be
30 sure is that the biggest turnover in our membership is in those who
31 have worked for one and two years. It is in the new folks coming in
32 and leaving pretty quickly from state employment. We of course are
33 seeing folks retire and leave as they get gray hair like Paul Booth
34 and I have, but it is really a change over in immediate turnover as
35 people come into the unit and then decide to leave. I believe that
36 that is reflective of what has been happening as far as the erosion
37 of benefits like the changing of a retirement plan from a defined
38 benefit plan to a defined contribution plan.

39 Once the new employee understands what is
40 happening, they decide it is time to go off and find some place
41 where they can have a retirement when they actually reach that age.
42 I think that is important for the State of Alaska to understand and
43 it is important for us as individuals here to understand because we
44 need to come together to make a change to bring us back to the
45 defined benefits system. The one thing that I am disappointed with
46 the State of Alaska is they do not know for sure why this happening

1 and I have talked to the Commissioner and others about it and I have
2 suggested that what they need to put into place is an exit interview
3 on all these folks so that we understand why people are coming to
4 work for the State of Alaska and why they are leaving so quickly.

5 A thirty percent turnover rate in our unit is
6 probably the same that they are having in the other units. And,
7 just two years ago -- and I use to say that we had a twenty percent
8 turnover rate -- it has increased dramatically over the past two
9 years. Our challenge then is, of course to reach out to those
10 members, is to reach out and try to determine how we can best get
11 them involved in the Union and how we can best orient, get them
12 involved and understand what the Union is all about.

13 And we do conduct new member orientation and
14 that is an important concept to have new member orientation and it
15 is done on a weekly basis in the Anchorage and the Fairbanks and
16 Juneau office, and I know we do it maybe two times a day in those
17 offices at one day a week and we try to contact all the new members,
18 bring them in, ask them to come to the orientation so they can sit
19 down and hear what is going on in our Union and why it is important
20 that they be active and involved and what the benefits are.

21 We conduct that new member orientation and it
22 has been very successful I think and we have been making it an
23 increased emphasis. We have increased between 2006 and 2007 the
24 percentage of folks who are coming into new member orientation. Our
25 goal -- we are right now at about forty-three percent of all new
26 hires attending new member orientation -- our goal and your goal
27 should be that we get 100 percent of our new members into
28 orientation so that have got the information and the data they need
29 to understand what this Union is about and how they can best serve
30 the Union and why it serves them and what the benefits are. That is
31 our goal and we have improved from 2006 to 2007. What our goal
32 should be that no one, 100 percent, are contacted within the first
33 thirty days because it is within that first thirty days in our
34 contract that they should be signing a dues authorization form
35 indicating whether they are going to be a member or an agency fee
36 payer, signing up for the P.E.O.P.L.E. program, getting that
37 pamphlet that tells what the Union is all about.

38 In 2006 we had forty percent of new hires, of
39 people coming into our General Government Unit, contacted in the
40 first thirty days. That has increased to sixty percent who have
41 signed up. The goal needs to be 100 percent. We are doing good; we
42 need to do better. We do need to do better and how we are going to
43 do better is to have increased staff contact out in the worksites;
44 we are going to have our staff making more and more calls to new
45 hires saying, "Please come in, we have got some important
46 information for you." And we cannot do it alone and what we need is

1 your support and your help and we are getting it. I am just asking
2 you to ratchet it up one more notch. We need chapter contact with
3 all the new members.

4 We need you folks who are in the worksite to
5 recognize who the new members are in your worksite. Reach out,
6 touch them, contact them, talk to them, and invite them in. Be sure
7 that they have signed the forms that they need to sign that they are
8 active part of the Union.

9 Now, we have nineteen chapters throughout this
10 state and what I have said in the presidents' teleconference and I
11 said in an email to the president that I think that it is important
12 for you folks to know who the new hires are in your area. Please
13 fill out an information request form; ask for the list of new hires.
14 We will give them to you on a monthly basis. Just do it once, one
15 information request form to comply with the policies and procedures.
16 We will provide you with that information on a monthly basis and
17 then you decide how you want to contact those folks with your
18 stewards, with your chapter officers, with your BATS, with your
19 other active members. A number of chapters have done that and we
20 can see here that the Anchorage, Cook Inlet, Juneau, Kodiak-
21 Aleutians, Midnight Sun chapters have already taken that step. I
22 encourage the other chapters, the chapters who have not yet asked
23 for those new hire lists to do so, so that we can continue to
24 increase our outreach and our contact with the new members. It
25 really is all about engaging and activating those members and we can
26 do better and we need to do better. And your staff, your staff is
27 committed to assisting you in any way possible to do that.

28 The other area that I wanted to talk about very
29 quickly this morning is on membership training. It is important
30 that once we get members active that they be trained in the various
31 components of our Union so that they can reach out and touch the
32 members and really understand what needs to be done.

33 And, you know one of the life lines of our Union
34 is our stewards. They really are important in our system and we
35 conduct steward training. We do it twice a year. We do it one time
36 where we bring the stewards into the urban areas, into Anchorage,
37 into Fairbanks, and into Juneau; and then the second time we take
38 the staff out to the rural chapters or to all chapters and do
39 steward training. We do it twice a year. The next one will be in
40 April and then we will do it again in October. In 2006 and 2007,
41 343 stewards have received this training, both basic and advanced
42 training, 343 stewards.

43 But you know that means some of them got both
44 basic and advanced, and our challenge -- and it is really a
45 challenge for the staff working with you the chapters and with you

1 folks who are in the worksites -- is to recruit new stewards, more
2 stewards.

3 Our contract allows us to have one steward for
4 every thirty (30) members. Right now we have about one for every
5 sixty (60) members. We have about two-hundred stewards; we could
6 have four-hundred. We need to do better in that regard; we need to
7 get more people involved. We need to have more stewards because
8 stewards -- and many of you here are stewards -- you really are the
9 life blood of this Union. You are the ones who are in the worksites
10 who have the immediate contact with those members who are having
11 worksite problems and we as staff are asking you of course to, on a
12 step-one grievance, to become involved and to get those grievances
13 filed and to assist the staff. So, please encourage if you can,
14 encourage other members to step forward to become stewards.

15 In addition to that, we do other training and
16 chapter officer training is a very critical component of that. And
17 we had chapter officer training at the Biennial Convention in 2006
18 and trained a number of chapter officers at that convention but it
19 does not stop there because after the convention we reach out and we
20 send staff out. You call, you ask for training of your officers and
21 we will provide it.

22 There was Chapter Officer Training just a couple
23 days ago, about three days ago and we had 46 participants at this
24 Biennial Convention and there are still chapter officers out there
25 who need to be trained. In addition to that, this chapter officer
26 training was just a little bit different. It was not the nuts and
27 bolts of what a treasurer does or how a treasurer does it or what a
28 president does or how a president does it, but that does not mean
29 that you cannot get that type of training. This was more a broader
30 concept on training of the overall responsibilities of chapter
31 officers; but I have had two or three chapter officers say, "Well, I
32 really want nuts and bolts training." I understand that and you can
33 get it. Please contact any of the Business Agents or contact me at
34 the Union headquarters.

35 If you want Treasurer training Scott Dutton will
36 come down and train you or he will go where he needs to train you.
37 If you want chapter presidents training, we will train you, or if
38 you want training for your Secretary. We will provide that training
39 on an ongoing basis to supplement the type of training that was
40 given to you at this convention. So education, training, getting
41 members involved, activating them, that is all part of that concept
42 and we need, we encourage, your continued support and assistance in
43 being sure that happens and it is being done well. I want to say
44 that the membership has been very supportive in that.

45 The other is to activate our membership and that
46 is always a difficult situation, but we need active members. And we

1 faced some challenges in this past couple years and one challenge
2 that we all hear about constantly and we all remember is the
3 challenge of decertification. We had to respond to that
4 decertification.

5 Actually, we need the next slide over MaryAnn, I
6 think you are going back the wrong way. But we had a challenge that
7 came to down to us in January of 2007 and I recall this very
8 vividly.

9 You know, New Years is always a very relaxing
10 time for me and it is a time where I can try to get away from the
11 Union business just a little bit and my wife and I went out to a
12 nice New Year's Eve dinner and we were really relaxing and having a
13 good time and I was really stoked and ready to come back to the
14 office on the day after New Years and do some other very positive
15 programs that we had in mind and the first thing that landed on my
16 desk when I walked into the office was a fax that Chris Pace had
17 sent of a decertification campaign that was starting. And let me
18 tell you that changed the whole approach for the next three of four
19 months because, immediately upon getting that, the first thing I did
20 was call a staff meeting and say everything that we were going to
21 do, we have to rearrange because the priority has to be to address
22 this decertification.

23 We put together a decertification response but
24 we as staff cannot do it alone. We have to have our membership
25 involved in responding to that and we had to activate members
26 against decertification but it took you to help us activate the
27 members and that did happen and we did a number of worksite meetings
28 to speak to our members about what would happen with
29 decertification. And you can see on the screen there how many were
30 held in Anchorage, in Fairbanks, and in Juneau, very active
31 decertification worksite meetings.

32 And that was not done by the staff. The staff
33 was there to assist you, but the members were involved in putting
34 those together and getting those organized and set up and bringing
35 people to talk about what would happen in decertification, one-
36 hundred and fourteen worksites just in the three urban areas.

37 I do not mean to overlook the rural areas here.
38 I just couldn't get the data on how many worksite meetings were
39 there. And the fact that I know that we did many of those by
40 teleconference with chapter, I know that I went along with Sue
41 Ernisse to one or two in rural areas, we went elsewhere. But,
42 clearly you folks got involved and took the steps necessary.

43 And, then this morning you heard talk about
44 house calls and I think Jim Schmitz was talking about VMOs and house
45 calling. And one of the things that we did during that
46 decertification campaign is that we did do a door-to-door campaign

1 and conducted house calls and a lot of members in the Anchorage and
2 Fairbanks area were involved. We contacted over 160 member homes;
3 the staff participated, and I want to recognize the fact that AFSCME
4 International had staff on the ground here in the State of Alaska
5 for three of four months, and the fact that Ken Allen who is with us
6 here today, from Council 75, and Greg Devereux had folks here who
7 helped in that effort and went door-to-door. They said they enjoyed
8 it. It was thirty below in Anchorage or whatever it was, it was a
9 great time to be out there going door-to-door and talking to folks.
10 But that indicates the level of activism that you as a membership
11 got involved in during that period of time.

12 And in addition to that we did statewide
13 mailings.

14 The other issue of course that got you active
15 and involved and where you were expressing some very strong
16 opinions, which you should do as members, was during the collective
17 bargaining process, when your elected contract negotiating team of
18 twelve (12) members met with the state to negotiate a collective
19 bargaining agreement for the years of 2007-2010.

20 And let me just say, your Contract Negotiating
21 Team did one hell of a job in my opinion. They worked hard, they
22 organized, they met for many days reviewing proposals that they
23 should take to the table. They met many days reviewing those
24 proposals, and prioritizing them and discussing them to figure out
25 the impact and then they made the decision as to how they wanted to
26 order those and bring them to the table and how they would be
27 presented. They did a real good job I believe and they spent and
28 dedicated a lot time to this effort.

29 They met with the state ten (10) times. The
30 Contract Negotiating Team had ten different negotiating sessions.
31 One was held in Fairbanks; I will never forget that Fairbanks
32 meeting where we had folks coming from the Fairbanks chapter and
33 staring down the state which was very helpful. And I tell you those
34 folks from Fairbanks, you know -- in addition to that, standing on
35 the street corner when it really was thirty or forty-five below,
36 standing on the street corner and waving signs.

37 We had then three (3) meetings in Anchorage and
38 six (6) meetings in Juneau; and, we had a lot of involvement from
39 the membership during that period of time. During that period of
40 time 500 members, the best that we can count, were actively involved
41 during the period of time that the contract ratification was going
42 on. You can see the break down there of the 50 folks in Fairbanks
43 who stood at 45 degrees below zero; the 150 in Anchorage who came
44 down and did a rally at the office building. And this is just
45 talking about visible rallies, this is not talking about folks who
46 went to worksite meetings and did all the other work, but visible

1 rallies. And then in Juneau the 300 members who came to a couple of
2 rallies in Juneau and really got the message out, I think, to the
3 administrations.

4 So, I wanted to say, I know on behalf of your
5 elected Contract Negotiating Committee they appreciate that support
6 and that response they got from the membership. That is a good
7 response and you deserve a lot of credit for being able to do that,
8 for being able to come out and take some time away from work and
9 support your negotiating team.

10 (Applause)

11 BUSINESS MANAGER JIM DUNCAN: In addition to
12 that your bargaining team communicated with you in a number of
13 different ways, they made a decision at the outset that every time
14 there was news to give to you or every time there was a negotiating
15 session that they were going to have, that they were going to
16 conduct worksite meetings and try to keep folks up to date; not only
17 during the ratification process but actually during the bargaining
18 process. And on the screen now you see the number of contract
19 ratification worksite meetings that were conducted statewide and
20 Anchorage, Fairbanks, and Juneau. Again, it was a real commitment
21 from you as members to take the time and the leadership to be there
22 and to help present not only what was happening during negotiations
23 but what was happening in contract ratifications.

24 In addition to that your team knew that you
25 needed to have communications in other ways and so they initially
26 made the decision that every time there would be a bargaining update
27 given as to what was happening during the contract negotiations.
28 There were ten (10) sessions if you recall I said ten contract
29 negotiating sessions; there were twelve (12) updates that were
30 published online and for distribution about what was happening with
31 contract negotiations and we hope that got out to members. It was
32 online and we sent it to stewards and then we sent notice that it
33 was available.

34 There were membership forums that were
35 established during the period of time of the advisory vote and in
36 the contract ratification forum. And let me tell you there was a
37 pretty active involvement by members in those forums, 1,661 total
38 member posts between the advisory forum and the ratification forum.
39 Folks spoke their mind, sometimes they spoke it more than once; but
40 that was okay, they were giving their opinion and a lot of folks
41 reviewing it really did not respond or participate.

42 And then finally, to really show how active this
43 membership was, is when we came to the advisory vote and the
44 ratification vote -- let me just say that this is the highest
45 percentage of participation in any election that I can find in the
46 history of ASEA. In the advisory vote, on the contract, 3,006 valid

1 votes cast; 36 percent of the members in good standing. That was an
2 outstanding result. I never thought it would be matched, but guess
3 what happened on the contract ratification - 3,345 valid votes cast,
4 49 percent of the members in good standing voted on the contract
5 ratification. That showed that you were interested, you cared, and
6 you wanted to express your opinion. I just hope that that same
7 level of participation in the voting process can continue. We are
8 normally in the neighborhood of 20 percent. I would love to see the
9 membership vote at a 49 percent rate and higher in every election
10 that this Union has. Again, that is a sign that this membership was
11 active, involved, informed, and wanted to give their opinion and
12 they did.

13 We talked about we also need to strengthen
14 ourselves as far as our political action goes. We had a
15 presentation from Fate and Chris Pace yesterday about political
16 action. You have heard talk about it this morning from Jim Schmitz
17 and others. Let me tell you that we have a ways to go yet, but we
18 are making progress. We have that voluntary P.E.O.P.L.E. program
19 that individuals can sign up for and we have seen an increasing
20 number each year. As President Brown mentioned we are going to put
21 more emphasis on that this year and hopefully we will see more and
22 more members join and their voluntary contribution to P.E.O.P.L.E.
23 Right now we have 653 current contributors, about 9.5 percent, nine
24 and a half percent of our membership. That is good but it is not
25 good enough, it really is not good enough. We need to be at 15
26 percent here in the next few months and I would hope that in the
27 next year or so we can reach that 20 to 25 percent level of
28 participation.

29 So, I encourage you, I encourage you folks to
30 talk to your colleagues at the worksite and explain to them the
31 benefit of making that voluntary contribution. It can be as low as
32 two dollars per pay period or you can contribute a maximum during
33 the year of \$500 if I am not mistaken. You set your level, but the
34 level of contribution is very important. And then as the Secretary,
35 Secretary Williams, mentioned, we do have the MAP program that was
36 put into place, the Member Advancement Program; that is voluntary,
37 where you can voluntarily say fifty cents of my dues each pay period
38 can go to political activities, and we have 1,027 of our members who
39 have done that.

40 To further this whole idea of political action
41 and to help us get involved and become a real political force in
42 this state, we held a Political Education Leadership Conference in
43 Juneau in 2006. And let me tell you, I have had reports back that
44 that was one of the best conferences that have ever been put
45 together. And, it is not a credit to the staff; it is a credit to
46 the active members who were there. There was AFSCME International

1 staff who came, several of them, and they were very excited about
2 the outcome and participation, the level of participation of our
3 membership in that Political Education Leadership Conference.
4 Seventy-four (74) members attended, nineteen (19) staff, and six (6)
5 AFSCME staff; but it was the membership involvement that was
6 important.

7 It would be my goal and I hope the goal of the
8 Executive Board and your goal to have those much more frequently.
9 We do not have one planned this year and it really just a matter of
10 resources; but we talked, I have had some visitation with Tam Tocher
11 about trying to do it, perhaps on a smaller scale, to do one in
12 Anchorage, one in Fairbanks, one in Juneau, somewhere where we can
13 do a political action discussion on a smaller level but get folks
14 involved and get them active.

15 And, let me just say, those folks who have made
16 the voluntary contributions, your Political Action Committee (PAC),
17 they make the decisions on where the monetary contributions could go
18 and I know that two years ago when it was printed in the papers
19 about who was making contributions to candidates, we were like
20 number eighteen (18) on the list as far the major contributors go.
21 We have really "ramped" it up. You folks have given more money;
22 there is more money available. And in 2006 and 2007 you will see
23 that we had total contributions of over \$75,000 to political
24 candidates. I think we are going to see ourselves really moving up
25 that list. That makes you a political force in this state; that
26 makes you a political force, it makes you strong.

27 I am getting close to the end but just a couple
28 of other things that I want to discuss. One is, and I do not want
29 to overlook this because if I do, I know that those folks from the
30 rural chapters are going to say why you did not talk about the need
31 to communicate with rural chapters and what you are doing there.
32 And Lauri is looking at me so I want to be sure I mention this.

33 We do rural chapter visitations, and it is done
34 because your State Executive Board has said it has got to be a
35 priority to be sure that the rural chapters are involved and that
36 they are part of this Union and they have visitations from the
37 Business Agents and that they understand what is going on and that
38 they feel really a part of the Union family.

39 During the last two years, our Business Agents
40 have done a total of forty-three (43) visits to rural chapters. You
41 will find that the Anchorage Business Agents, because they outreach
42 to more rural chapters, have done twenty-seven (27); the Fairbanks
43 Business Agents have been to rural chapters eleven (11) times, and
44 the Juneau Business Agents five (5) times. Let me tell you that it
45 does not end there because these are actual physical trips. In
46 addition to that, there are conference calls, and phone calls and

1 all that other contact that goes on a daily basis so it really is a
2 communication effort with the rural chapters.

3 In the area of communications it is important
4 that we improve and we are going to try to do better. I have always
5 said that to members. We are not perfect, I am not perfect, I can do
6 better and I am going to try to do better. And we will try to do
7 better; we are trying to improve our communication plan. We have
8 the *Solidarity Update* and we publish that on a quarterly basis or
9 attempt to. As you can see in 2007 we are not quite there because
10 of the contract information that we were sending out. We only
11 mailed two copies. I wish we could hard mail every copy; but it is
12 matter of resources. Again, it is a matter of resources but we are
13 going to continue to improve on the level there and on how
14 frequently we can publish. We added an ASEA in Action, a one-page
15 flyer that we publish, put on the web, we send out to stewards, we
16 hope you distribute in your worksite. It was first started in
17 August of 2006 and you can see that we are publishing that on a much
18 more frequent basis, on almost a monthly basis.

19 And then there is the question on how do we
20 communicate a whole lot of other information and the email system.
21 You know this electronic day and age email is just the way it is -
22 right? And we do use our email system and we try to use it to the
23 greatest extent that we can.

24 Let me say that this is a very difficult area.
25 It is a difficult area because we do have provisions in our contract
26 that says that we can communicate using the state email system if we
27 can comply with the state IT policy. So we have got to be careful.
28 We cannot overuse it and we cannot misuse it. In fact, there is an
29 example of one of the major state employee unions in this state who
30 got on the wrong side of management -- not too many, a couple years
31 ago -- and, their rights were restricted on using the email system
32 and they had to go back and negotiate a letter of agreement with
33 specific guidelines on how they could use that system.

34 We do not have those guidelines; we just have
35 common sense guidelines. We do not have strict guidelines in a
36 letter of agreement; we just follow the IT policy and use common
37 sense and that is our goal, is to be sure to continue to use this
38 system to communicate with members. And, you can see that during
39 2006 we did 137 email communications, that is the broadcast type;
40 and in 2007, 507 email communications.

41 We do it for chapters at the chapter's request.
42 You request us to send out an email letting you -- informing you
43 what is going on, or if you are going to have a meeting, we send it
44 out. We do worksite meeting notices, 387 worksite meeting notices
45 in the past two years; and then we do just general broadcast emails
46 on topics of interest to the members.

1 Let me just say, we got a lot people that say,
2 "You know I get this breaktime reading email and I just delete it."
3 I hope you will not do that. What I try to do is not send them very
4 frequently from the Headquarters from me because I want you to know
5 that when that message comes it has got something in it that is
6 important, it is just not another -- you know, just not another line
7 of whatever, but it has got something in it that is important. And
8 we have to -- someone said, "Take off 'breaktime reading' and it
9 will help." Well, I leave breaktime reading on because I want to be
10 able to say to management, I know that our members do not read while
11 they are working, they read this on break. So I do not want to take
12 that off. I think it is best that we leave it on but we work hard
13 to communicate.

14 I am going to conclude with one other area that
15 I do not want to overlook because this is an important area and our
16 staff is really involved in doing what needs to be done at the
17 worksites to ensure that our contract is honored, complied with, and
18 if you get into any difficulties that you are adequately
19 represented. And so we do file a number of grievances and we do
20 have a number of arbitrations at work. And as I have said before,
21 the stewards are important here because you folks are at the
22 worksite and you are the ones who are involved in filing the initial
23 grievances.

24 During the last two years we have had 850 cases
25 that we have opened; 850 cases. We have 682 of those cases that
26 have been closed or settled prior to arbitration. Eighty percent of
27 them, we could work with management, we will get them closed, we
28 will get them settled prior to arbitration. Most of those
29 settlements come out in favor of the members. We have 157 cases
30 that are currently open, thirty-four (34) cases pending arbitration
31 and we have had eleven cases in the past two years that have
32 proceeded to arbitration.

33 You know we like to prevail 100 percent; we just
34 are not going to do it. We do not win them all. But what we have
35 found out in the eleven cases that went to arbitration over the past
36 two years that we prevailed 27 percent of the time or we prevailed
37 on three of them that have reached the final decision. We had a
38 split decision on 27 percent where the State got something and we
39 got something but we feel that we did well for our members in order
40 to do that, and the state prevailed on 46 percent. As long as we
41 keep them below the 50 percent mark, and I think that we are doing
42 good. The next time I report to you I would like to see the state
43 down at about 20 percent or 25 percent or zero would be our goal,
44 zero would be our goal. I do not think that we are going to get
45 them there but we are doing the best we can to represent your
46 interest.

1 So, I just wanted to give you a just a little
2 overview of what is happening in the Union and what you folks have
3 been doing and how active you have been and I want to close with one
4 other area of communication. Let me say that sometimes members say,
5 "I do not think that you are listening to what we are saying," and
6 that may be true and sometimes that is the problem with
7 communication. But, you know one of the first things that others
8 members will see about us or the public will see is our website and
9 what does it look like?

10 Well, when I first came here in 2003, this was
11 your website. I am not saying that it was bad. It was a website,
12 it was pretty busy, it had three of four icons at the top, it had
13 some menus on the right and left and Reber and I -- Reber who is the
14 webmaster, we sat and we talked about that for a little bit and I
15 said, "Let us change it. Change is always good." I think Barack
16 Obama or somebody or Hilary Clinton was saying that.

17 (Laughter)

18 BUSINESS MANAGER JIM DUNCAN: But change is
19 always good and so we did then change and this is your current
20 website and we thought, well I think this is an improvement over
21 what we previously had but then I would go and I remember going to
22 the Juneau chapter meeting and they say it is too busy, there is too
23 much information there. We want all this information but it is
24 busy, it is cluttered. I have heard that from Anchorage, I have
25 heard that from other places. "It just does not seem to be pleasing
26 when you come into the website." So, what I have asked Reber to do,
27 and he is doing this currently, his work on a redesign of the
28 website.

29 FROM ASSEMBLY: Wow.

30 BUSINESS MANAGER JIM DUNCAN: We are going, I
31 was going to announce to you that this would be up and running
32 Monday.

33 (Laughter)

34 BUSINESS MANAGER JIM DUNCAN: And so Reber comes
35 to me this morning and he says, "When are you going to announce that
36 this is going to be up and running?"

37 I said, "Well, Monday."

38 He said, "Whoa, I do know I have been pretty
39 busy this week."

40 I said, "Okay, Wednesday and he said can you say
41 next week?"

42 (Laughter)

43 BUSINESS MANAGER JIM DUNCAN: So I am going to
44 say next week. And when you go to our website, this is what you are
45 going to see and I am not sure how interactive we are going to get
46 here, but, there should be as you pop up, you see that first picture

1 there, that is suppose to be -- that is suppose to show up as a
2 slide show. So when you come to our site, you are going to see a
3 slide show. These are not the real pictures, but just as an
4 example, you are going to see a slide show of different pictures and
5 what it is going to be about is you the members at work, what you
6 are doing, rallying, whatever it might be. So as you first go to
7 that website, and as you are looking through the menu, you are going
8 to see that slide show and then as you go to some of the categories
9 you will see different slide shows.

10 Let us just walk through a couple of them, I do
11 not know if I can see which one you are on there Reber, but,
12 benefits, across the top it will say Benefits. And you do a drop-
13 down bar and it should take you directly to the benefits. It is not
14 going to be like treasure hunt any longer, we hope. You know when
15 you go there you can see what you want to find and it should be
16 clearly identified.

17 If you are a new member -- and Reber is going to
18 go over to new members now -- then you can see there what the dues
19 deduction form, a copy of that; the PAC contribution form and "Where
20 do my dues go?" That is one of the first questions members ask is,
21 "Where do my dues go?" And so we are going to have a chart that
22 will show that.

23 For current members, there will be a list of a
24 variety of things which I am having a hard time reading from here
25 but -- it must be my old age -- but there is a -- you can probably
26 read it better than I can because my screen is smaller. But, there
27 will be a list, a drop-down menu of a list. So, let me just say, if
28 you have not seen what you want -- Nadine, I have got my pink link
29 pin on right here.

30 NADINE LEFEBVRE (Juneau): Thank you.

31 BUSINESS MANAGER JIM DUNCAN: If you have not
32 seen what you want, if the pink link does not pop up right away, it
33 will by the time that we get this going; but I wanted to give you an
34 overview today of what we are going to move forward into as far as a
35 new website goes which I think will be much more pleasing to the eye
36 and much more welcoming to guests and new members and to the public
37 and will help you as you try to find what you need on that website.
38 I got to say that once in a while that I have said to Reber --

39 (Applause)

40 BUSINESS MANAGER JIM DUNCAN: I told him once in
41 a while it is like going on a treasure hunt and I get lost and so he
42 tells me where to go to find it.

43 (Laughter)

44 BUSINESS MANAGER JIM DUNCAN: I mean, he tells
45 me where to go.

46 (Laughter)

1 BUSINESS MANAGER JIM DUNCAN: Maybe I could put
2 it that way.

3 So anyway I want to close, I took maybe a little
4 bit longer than I should and I want to apologize for that but I did
5 want to leave with just a couple things to let you know. We have
6 had some difficult times, this Union has, but you have come together
7 as a membership to move us forward. You have stood behind your
8 beliefs and what is best for this Union and best for you as members
9 and you have spoken your mind and I greatly appreciate that. And
10 there have been times when I may have not agreed with what you said
11 and you may not have agreed with what I said, but I also understand
12 that and I appreciate that. I encourage you to continue to be
13 active, to continue to be involved; and I want you to know that your
14 staff, from me on down, to every member of your staff, is here to
15 work for you and to work with you and to help you make this a better
16 Union. Thank you very much.

17 (Applause)

18
19 (See Exhibit 3, Business Manager's
20 Power point presentation slides)

21
22 (The Presiding Officer called for a twenty-minute break at 11:10
23 a.m., resuming the record at approximately 11:30 a.m.)

24 CONVENTION COMMITTEE REPORTS

25 REPORT OF THE LEGISLATIVE COMMITTEE

26 COMMITTEE CHAIR YVONNE JACOBSON (Anchorage):
27 Good morning. (microphone screech) How is that, is that better?

28 Thank you Mr. Chair and to all ASEA members, the
29 staff, and to all of our honored guests I want you to know that I
30 had the pleasure of serving as Chair of the Legislative Committee
31 and I really mean it was a pleasure.

32 A committee can only succeed because of the work
33 of its members and I had a talented group of dedicated members who
34 worked very hard to bring about our resolutions and they were Dawn
35 Bundick, Cindy Calzada, Allison Gottesman, Stanley Deland, David
36 Hawes, and Ernie Thomas; and Richard Sewell joined us because his
37 colleague could not come because he had to stay at work and Richard
38 pitched in and he did a great job. So, he had double duty; he was
39 on the Budget Committee and he contributed to us very well so I
40 especially want to thank him.

41 And, we had another member who should have been
42 with us but he had to have surgery but I know he was with us in
43 spirit and that was Shawn Staker. So, I would like you to really

1 give a good round - a hand of applause for these dedicated workers
2 and would they please stand up.

3 (Applause)

4 COMMITTEE CHAIR YVONNE JACOBSON (Anchorage):
5 Oh - and I must not forget our knight in shining armor and that was
6 Fate Putman. He valiantly guided us.

7 (Applause)

8 COMMITTEE CHAIR YVONNE JACOBSON (Anchorage):
9 Our committees studied and discussed current and national and state
10 legislation that is in process right now and we discussed a lot of
11 it and we came up with five resolutions that we handed to the
12 Resolution Committee that will better our members and all Union
13 workers in the State of Alaska; and I hope that you will please take
14 a look at them. They are under Resolution No. 4 and since we
15 tediously stapled them all together, they are now A, B, C, and D;
16 and one of them we put - we merged it into another one. Well, the
17 Resolution Committee passed all of them and they did not throw out
18 one and we were proud that they really took them under
19 consideration. So, please look at them and we are hoping that you
20 will vote favorably on them and we were proud to serve you. Thank
21 you.

22 PRESIDING OFFICER: Thank you, Yvonne. Next
23 committee, the Rural Committee and Jerry Farrington tells me that
24 Dayna Norris is going to give that report.

25 REPORT OF THE RURAL COMMITTEE

26 COMMITTEE MEMBER DAYNA NORRIS (Cordova): [faint]
27 This is from the Rural Committee and we had a very diverse, people
28 and we had quite a few great discussions and I, we had a lot of
29 resolutions to be presented that we were involved in with other
30 committees.

31 One of the few things that we began our
32 discussion with was the Constitutional Amendment No. 5 which is the
33 dues change and how that was going to affect rural and bush
34 communities and its people. And, the fact that it included the
35 geographical difference is something that is extremely important to
36 the rural community and addressing and discussing and so we would
37 ask that you would think about that as well as you go forward to
38 adopt or have it sent back to look at it again.

39 The other thing that we -- a couple of other
40 things that we looked at was Resolution 21A and it is a formation of
41 the Presidential Council which would be all the presidents from
42 every chapter getting together and having that being a recognized
43 Council and have that added to the Policies and Procedures and we
44 have that submitted. Like I said it is Resolution 21A if you guys
45 want to look that over. And, if Resolution 21A is passed we have

1 submitted RU2 or it is No. 22 that reforms the Rural Committee as it
2 is defined in the Policies and Procedures which would - currently it
3 is written that it is all the presidents from the rural chapters and
4 we have it reformed to include four Bush members, four Rural member,
5 one -- or the Health Trust representative from the Rural, and the
6 Rural E-Board Rep, so we would like you to look that over and again
7 that is contingent on passing 21A.

8 And, then we looked at health care and we were
9 working with the Women's Committee on this, of health care options
10 for people from the rural and other areas, you have to travel
11 Anchorage or have to travel elsewhere and having lower-cost housing
12 available to them because predominately that is out of pocket
13 currently and to just have the E-board recognize that this is an
14 issue and have them talk with the Health Trust about some alternate
15 options that we have.

16 And, the next one has to do with health care as
17 well and for the seasonal employees which are a lot of rural people
18 and that they cannot afford the COBRA insurance and to try to find
19 an alternate lower cost health insurance for those when they are on
20 seasonal leave without pay.

21 And, then we also talked about having the Eboard
22 really push for the legislature to redo the cost of living study and
23 that is No. 36 and really try to push that through so we that we can
24 have that adjusted and that would be something that would be
25 something that would benefit everyone in the state.

26 And, the last thing is just a request for a
27 definition and that the letter of agreement that we currently have
28 with definitions of business leave to include seasonal stewards to
29 be able to be reimbursed for the time they are spent. Currently
30 they cannot get - we cannot have seasonals, -- or seasonals do not
31 want to be stewards because they will not get reimbursed if they are
32 on seasonal leave if they have to do steward work and so we would
33 like to have that be a part of something that the Business Manager
34 would approve as appropriate business leave. Thank you.

35 PRESIDING OFFICER: Thank you.

36 (Applause)

37 PRESIDING OFFICER: That was Dayna Norris of the
38 Rural Committee. The next committee to report will be the Class I
39 Committee lead by Chris Lyou.

40 **REPORT OF THE CLASS I COMMITTEE**

41 COMMITTEE CHAIR CHRIS LYOU (Anchorage): Thank
42 you President Brown. I have had the honor of chairing the standing
43 committee for Class I's and particularly this group was a very
44 dedicated and lively group.

1 I would like to first recognize these members.
2 There are three from Anchorage, Eileen Farrar, Chuck Stewart, Marc
3 Jones; also from the Mat-Su, Patti Hurt; and from Juneau, Katie
4 Sullivan; and Sitka, Mary Hailstone. All contributed actively to
5 our deliberations. There were four particular issues that the Class
6 I committee has put forward in Resolutions and hope will find
7 favorable support on the convention floor if we are able to get to
8 these.

9 The first involved a past effort that this
10 convention has stood behind, which is to support twenty year
11 retirement for Juvenile Justice Officers. This has been a long
12 standing battle and it is again something we would like to put
13 forward. These are formally what were entitled Youth Counselors and
14 the state has most recently renamed this job class as Juvenile
15 Justice Officers.

16 Secondly, we put forward a general resolution of
17 - just to recognize the leadership this Union has shown and the
18 Executive Board over the strong efforts made to continue and
19 successful efforts made at fighting the two decertification efforts
20 of all the GGU and just basically ask for general support for the
21 continued effort on the effort that is still alive on
22 decertification of Adult Probation Officers.

23 Thirdly, the Class I Committee has put forward a
24 resolution over what was spent by this body two years ago, and then
25 again we recognize that this is a bargaining negotiating committee
26 determination as best they determine, but over the recognizing that
27 interest arbitrations - binding interest arbitration is indeed an
28 option in bargaining and endorses that be anticipated as part of the
29 process if it appears to be a viable option for Class I members.

30 In my particular view, probably the most lively
31 debate occurred over the fourth resolution that this committee has
32 put forward over what is generically entitled hazard pay - hazard
33 pay. Now this could mean that this is recognition that all GGU
34 members, as well as Class I, work in some circumstances in hazardous
35 conditions and deserve recognition. But, particularly the Class I
36 Committee has put forward a resolution that again we hope for
37 favorable support from the floor over endorsing again the
38 recognition that hazard pay should be something that again in future
39 bargaining is recognized and hopefully successfully obtained; and
40 that basically concludes the report.

41 PRESIDING OFFICER: Thank you Chris Lyou and
42 committee.

43 (Applause)

44 PRESIDING OFFICER: Next in the sequence is
45 Nadine Lefebvre representing the Women's Committee.

1 **REPORT OF THE WOMEN'S COMMITTEE**

2 COMMITTEE CHAIR NADINE LEFEBVRE (Juneau): Thank
3 you Mr. President. Serving on this committee was Nancy Schrag,
4 Christine Lee, Vicki Spear-Shipley, Mildred Twitchell, and myself.

5 We took a look at the five resolutions that had
6 been written previously regarding the alternative housing; workplace
7 issues such as violence, diversity, and a respectful workplace and
8 as those trainings are available through the state as they relate to
9 Administrative Order 195; pending healthcare legislation; AFSCME
10 training for empowerment and leadership prior to the 2008 election;
11 and steward involvement and training and empowerment there.

12 We want to support all training that you could
13 bring to any of the chapters at any time. We look forward the
14 appointment by President Brown of a member to the AFSCME
15 International Women's Council. We recognize also that we need to
16 address our Policy and Procedures. There needs to be some revision
17 for clarification purposes.

18 We would like to also extend our thank you to
19 the Juneau Chapter for support of \$500.00 to the Women's Issues
20 Committee. We want to say thank you for the great involvement of
21 the members, our great staff support and their guidance; thank you
22 all for listening and yes it is an honor to serve.

23 PRESIDING OFFICER: Thank you Nadine and the
24 committee.

25 (Applause)

26 PRESIDING OFFICER: As we discussed earlier the
27 next in the sequence will be the Constitutional Amendments Committee
28 lead by Mike Williams.

29 **REPORT OF THE CONSTITUTIONAL AMENDMENTS COMMITTEE**

30 COMMITTEE CHAIR MICHAEL WILLIAMS (Anchorage):
31 Yes, good morning delegates. On behalf of the Constitutional
32 Amendments Committee I would like to recognize the members of the
33 committee who put in long hours and hard work and I would like to
34 thank them for their efforts. The committee consisted of Shawn
35 Alexander, Janet Cook, Lauri Medlin, Tom Zalewski, Jacob Gemmel,
36 Stephen Wright, Gordon Glaser, Bob Powers, Pam Harper and myself.

37 The committee also moves that on behalf of the -
38 that the Constitution Committee be authorized to correct article and
39 section designations, punctuation and cross references and to make
40 such other technical and conforming changes as may be necessary to
41 reflect the intent of ASEA in connection with the Constitutional
42 Amendments as they are adopted.

43 Also, then the committee would also move that
44 the amendments be taken up in numerical order with the exception

1 that No. 19 will follow amendment No. 16 and proceed amendment No.
2 17 otherwise; all amendments will be presented in numerical order.

3 **Main Motion 08-078 (Sequence of Amendments/Conforming Authority)**

4 **Moved by Michael Williams (Anchorage) on behalf of the**
5 **Constitutional Amendments Committee that the Committee's report,**
6 **inclusive of all recommendations, be approved.**

7
8
9 PRESIDING OFFICERS: Thank you. You have heard
10 the committee's report. Is there any discussion on the committee's
11 report as to the sequence or with to the discretion that the
12 committee needs to reserve?

13 Is there any discussion? Hearing no discussion,
14 is there any objection?

15 Hearing no objection, the Committee's report as
16 recommended is adopted.

17
18 **Main Motion 08-078 passed, without objection.**
19

20 **REPORT OF THE RESOLUTIONS COMMITTEE**

21 COMMITTEE CHAIR CHRIS PACE (Juneau): Thank you
22 Mr. President, Chris Pace, the Resolutions Committee. Yes.

23 We met for three sessions - very productive
24 sessions. First of all I would like to recognize and thank the
25 committee. I was going to read them in alphabetical order, but I
26 guess we bent the rules a little bit so first of all I would like to
27 recognize Justine Bishop from the Juneau chapter who also assisted
28 me as serving as clerk and really did a lion's share of the work and
29 the typing on behalf of the committee.

30 We also -- the committee we had Darleen Beltz
31 from Anchorage Chapter, Anne Gibson from Anchorage, Rachelle Hill
32 from the Buffalo Chapter, Sam Humphreys from Anchorage Chapter, Sue
33 Layton from Anchorage, Leimomi Matunding from the Juneau Chapter,
34 Troy Nicolson from Anchorage, Frank Puschak from Anchorage, Ben
35 Shier from the Juneau Chapter, Marylene Silva from Juneau, and Jerry
36 Soplada from Fairbanks.

37 Thank you all. They were a real good committee
38 to work with. We had a good time, we had our disagreements but we
39 got a lot of work done.

40 I will present the committee report right now,
41 the Resolutions Committee report. The resolutions will be heard in
42 the order recommended by our committee. The committee has given a
43 do pass, do not pass or no recommendation to each of the resolutions

1 that were presented before the thirty-day cut-off or presented
2 before 5:00 p.m. - the 5:00 p.m. cut-off during the preliminary
3 sessions of the convention.

4 However, consideration of the resolutions will
5 be on the wording as presented on the screen. I would like to read
6 the order for our committee report that we recommended to hear the
7 resolutions. We have broken them down into three groups.

8 The first resolutions to be read and considered
9 would be Resolution 34A, then Resolution 1, 2, 4, 5, 7, 8, 9, 12,
10 and 13, then 21, 23, 28, 29, 30, and 36.

11 And, just a point of clarification on the
12 resolution numbers: Under the rules all resolutions that were
13 received thirty days prior to the convention that were considered
14 they will require at the convention a majority vote for passage.
15 All resolutions received after the thirty day cut-off and before
16 5:00 p.m. on Friday I believe it was, Thursday - Friday, I have
17 forgotten my days here -- but before 5:00 p.m. they will require a
18 two-thirds vote of the delegates here at the convention in order for
19 them to pass so anything numbered 21 or higher, resolution number,
20 requires a two-thirds vote.

21 The next list is group two. I will read those
22 in order of the committee's report. Resolution No. 3, 10, 11, 31,
23 32, 34B, 34C, 34D, and 34E; and then also the third grouping -- if
24 time permits before we adjourn -- the third grouping would be
25 Resolution No. 6, No. 14, 15, 16, 17, 18, 19, 20, 22, 24, 25, 26,
26 27, 33, and 35. That concludes the resolution committee report
27 concerning the order that we propose to hear resolutions.
28

29 **Main Motion 08-079 (Sequence of Resolutions)**

30 **Moved by Chris Pace (Juneau) on behalf of the Resolutions Committee**
31 **that the sequence of resolutions be heard in the order as follows:**
32 **34A, 1, 2, 4, 5, 7, 8, 9, 12, 13, 21, 23, 28, 29, 30, 36 as being**
33 **Group One; 3, 10, 11, 31, 32, 34B, 34C, 34D, 34 as being Group Two;**
34 **and 6, 14, 15, 16, 17, 18, 19, 20, 22, 24, 25, 26, 27, 33, and 35 as**
35 **being Group Three.**

36
37 **Amendment 08-079A (Change in Sequence of Resolutions)**

38 **Moved by Shawn Alexander (Midnight Sun), seconded, to move**
39 **Resolution No. 27 in the order of presentation from Group Three**
40 **into Group One at the tenth position, between 13 and 21.**

41 **Amendment 08-079A passed, without objection.**
42

43 (The Presiding Officer called for a time-certain lunch break at
44 12:00 p.m., resuming the record at 1:00 p.m.)
45

1 Amendment 08-079B (Change in Sequence of Resolutions)
2 Moved by Cindy Calzada (Anchorage), seconded, to move
3 Resolution No. 19 prior to Resolution 27 to follow Resolution
4 No. 13 in Group One.

5 Amendment 08-079B passed, without objection.

6
7 Amendment 08-079C (Change in Sequence of Resolutions)
8 Moved by Gordon Glaser (Anchorage), seconded, to move
9 Resolution No. 20 to follow Resolution 34E in Group Two.

10 Amendment 08-079C passed, without objection.

11
12 Main Motion 08-079 passed, as amended, without objection.

13 **REPORT OF THE CONVENTION MINUTES COMMITTEE (Continued)**

14 **Main Motion 08-080 (Convention Minutes Committee)**

15 *Recommendation of the Presiding Officer:* Moved by Committee Chair
16 Michael Williams and seconded, to accept the recommendations of the
17 Presiding Officer. Sue Layton (Anchorage), Elizabeth Balstad
18 (Juneau), Allison Gottesman (Cook Inlet), and Janet Cook (Fairbanks)

19
20 Main Motion 08-080 passed, without objection.

21 **REPORT OF THE CONSTITUTIONAL AMENDMENTS COMMITTEE (Continued)**

22 **Main Motion 08-081 (Constitutional Amendment No. 1)**

23 Committee Recommendation: to adopt as amended by Committee
24 (Constitutional Amendments No. 37, 23, 32 have been combined
25 with Constitutional Amendment No. 1)

26
27 *Submitted by Michael Williams on behalf of the State Executive Board*

28
29 1.02 Bill of Rights for ASEA/AFSCME Local 52 Members.

30
31 A. Right to Membership: No person otherwise eligible for membership in this Union
32 shall be denied membership, on a basis of unqualified equality, because of race,
33 creed, color, national origin, sex, disability, age, sexual orientation, marital or parental
34 status or political belief.

35
36 2.01 Name.

37
38 The official name of this organization shall be the Alaska State Employees
39 Association, Inc., ASEA/AFSCME Local 52.

40
41 ARTICLE 6
42 GOVERNANCE --THE CONVENTION
43

1 The union shall at all times be subject to the provisions of the International
2 Constitution ~~and~~ of the American Federation of State, County and Municipal
3 Employees, AFL-CIO.

4
5 6.01 Governing Bodies.

6
7 The union shall be governed by the following bodies:

8 a) Convention, and b) State Executive Board.

9
10 6.02 Sovereignty.

11
12 A. All sovereign powers of the union shall be vested in the convention when in
13 session. The convention is the superior governing body of the union and shall set the
14 laws, rules, policies and goals of the union.

15
16 B. When the convention is not in session, all sovereign powers, except the power to
17 amend the constitution, shall pass to and vest in the State Executive Board.

18
19 ~~The specific duties of the convention shall include, but not be limited to:~~

20
21 ~~A.—Assigning all members of the union to the appropriate region for voting purposes;~~

22
23 ~~B.—At the request of a majority of subject members, modifying the jurisdiction of~~
24 ~~existing chapters by creating new chapters or consolidating existing chapters;~~

25
26 ~~C.—Appointing regional members of all standing committees, and;~~

27
28 ~~D.—Approving the budget and making recommendations to members regarding~~
29 ~~changes to dues or requests for special assessments.~~

30
31 6.05 Convention Delegates.

32
33 A. Allocation.

34
35 1. The basis of chapter D delegates to the convention shall be determined by
36 the formula defined in Article IV, Section 5, of the AFSCME International Constitution.
37 ~~electd from the chapters in accordance with the following formula: Each chapter shall~~
38 ~~be entitled to delegates on the basis of membership as follows: one delegate for each~~
39 ~~100 members or fraction thereof.~~

40
41 2. ~~At least~~ No later less than ninety (90) days in advance of the convention,
42 the ASEA/AFSCME Local 52 secretary shall notify each chapter of the number of
43 delegates it is entitled to send to the convention.

44
45 ~~6.07—ASEA/AFSCME Local 52 Constitution.~~

46
47 ~~A.—The union shall at all times be subject to the provisions of the International~~
48 ~~Constitution and the American Federation of State, County and Municipal Employees,~~
49 ~~AFL-CIO.~~

1
2
3 ARTICLE 7
4 GOVERNANCE ~~---~~ STATE EXECUTIVE BOARD OFFICERS

5 7.01 State Executive Board.

6
7 The officers of the union shall consist of a president, a secretary, a treasurer, and
8 ~~eight (8)~~ additional board members as specified in section 7.02. ~~These eleven (11)~~
9 ~~shall constitute the State Executive Board.~~

10
11 7.03 Eligibility.

12
13 To be eligible for to hold a State Executive Board office, a candidate must be actively
14 employed and must be a member in good standing of the union for at least one year,
15 except for the initial election of a new bargaining unit board member. Other than the
16 President, Secretary, or Treasurer, the candidate must work in the regional,
17 occupational, or other designated group. ~~The regional member must work in the~~
18 ~~region she or he represents; the occupational group member must work in the~~
19 ~~occupational group she or he~~ that member represents.

20
21 7.04 Nominations.

22
23 Nominations shall be made by nominating petitions submitted to the elections
24 committee. A member may be a candidate for only one State Executive Board office
25 at any one time.

26
27 ARTICLE 8
28 AUTHORITY AND DUTIES OF THE EXECUTIVE BOARD OFFICER

29
30 8.01 Authority.

31
32 A. The State Executive Board shall be the governing body of the union, except when
33 conventions of the union are in session. All matters affecting the policies, aims and
34 means of accomplishing the purposes of the union not specifically provided for in this
35 Constitution or by action of the delegates at a regular or special convention shall be
36 decided by the ~~State e~~Executive ~~b~~Board.

37
38 The specific duties of the State Executive Board shall include, but not be limited to:

- 39
40 1. Assigning all members of the union to the appropriate region for voting purposes;
41
42 2. At the request of a majority of subject members, modifying the jurisdiction of
43 existing chapters by creating new chapters or consolidating existing chapters;
44
45 3. Appointing regional members of all standing committees, and;
46
47 4. Approving the budget and making recommendations to members regarding
48 changes to dues or requests for special assessments.
49

1 B. When the ASEA/AFSCME Local 52 Biennial Convention or a special convention
2 is not in session, only ~~the~~ State Executive Board ~~shall be authorized to~~ may issue
3 interpretations of this Constitution. The interpretations shall be binding ~~only until~~
4 ~~reviewed unless amended~~ by the delegates at the next regular or special convention. ~~These interpretations are~~
5 These interpretations are subject to an appeal to the AFSCME International
6 President.

7
8 ~~C. A report on all actions taken by the State Executive Board shall be made to the~~
9 ~~delegates at the following convention.~~

10
11 8.02 Meetings.

12
13 A. The State Executive Board shall meet at least quarterly. The board shall hold at
14 least one meeting each year in the state's three principal urban areas and in one rural
15 area. Additional meetings may be called by the president or by a majority of the
16 executive board.

17
18 1. Two-thirds (2/3) of the members of the State Executive Board shall be
19 required for a quorum.

20
21 2. All meetings of the State Executive Board are open to observation by any
22 member in good standing of the union. Meetings may be closed if the board decides
23 by a two-thirds (2/3) majority vote that it is necessary: (a) to protect the privacy of
24 individuals; or (b) to protect the confidentiality of negotiations and/or litigation. The
25 reason for the closed meeting shall be stated in the minutes.

26
27 3. Whenever, in the opinion of the president, a matter arises which requires
28 the urgent attention of the State Executive Board at a time when the board is not in
29 session, the president may contact the members of the board by letter, telegraph e-
30 mail, ~~telefacsimile fax~~ or telephone and require them to vote on the matter. Any such
31 action so taken by the members of the executive board shall constitute action of the
32 board as though it were in formal session, but the actions taken shall be reviewed at
33 the next meeting of the executive board and shall be part of the minutes.

34
35 ~~4. Agenda (see Article 8.05.A).~~

36
37 8.03 Duties as a Board.

38
39 A. The State Executive Board shall hire a business manager who shall sit on the
40 State Executive Board with a voice, but no vote.

41
42 B. In compliance with 1.02.F of the Bill of Rights for ASEA/AFSCME Local 52
43 members, the State Executive Board shall contract annually with a licensed, bonded
44 Certified Public Accountant (CPA) for a complete independent audit of the finances of
45 the union. The results of this audit shall be submitted to each chapter. Within thirty
46 (30) days after the results of the audit have been submitted by the CPA, it shall be
47 posted to the Union website and forwarded to chapter presidents. ~~A written summary~~
48 ~~of this audit shall be submitted to the membership of the union by the treasurer not~~

1 ~~more than thirty (30) days after the results of the audit have been submitted by the~~
2 ~~CPA.~~

3
4 8.05 Duties of the Secretary.

5
6 The secretary of the union shall perform the following duties:

7
8 A. In consultation with other members of the State Executive Board and the Business
9 Manager, establish the agenda for each meeting. Such agenda, along with the notice
10 of the time, date, and place of general meetings of the State Executive Board, shall be
11 mailed or otherwise delivered at least ten (10) days prior to each meeting of the State
12 Executive Board and to each ~~C~~hapter president.

13
14 B. Maintain a record of the proceedings of all convention and executive board
15 meetings. The minutes of all board meetings shall be furnished to the ~~C~~hapter
16 presidents within thirty (30) days of each board meeting.

17
18 12.04 Strike.

19
20 Should members vote to strike, the contract negotiating committee shall participate in
21 the leadership and coordination of strike activities by working closely with the
22 ASEA/AFSCME Local 52 State Executive Board, ~~the Strike Trust Fund trustees, the~~
23 ~~rest of the bargaining committee,~~ and the ASEA/AFSCME Local 52 Business
24 Manager, in addition to utilizing AFSCME resources, to ensure the fullest member
25 participation.

26 12.05 Ratification.

27
28 All collective bargaining agreements, letters of understanding, memorandums of
29 understanding or other equivalent agreements, whether permanent or interim, which
30 affect the wages, benefits, and working conditions of members, shall be subject to
31 ratification, prior to implementation, by a simple majority of the affected members
32 voting. This section shall apply at all times under all conditions for bargaining units
33 within ASEA/AFSCME Local 52.

34
35 13.01 Binding of the Union.

36
37 Except to the extent specified in this Constitution, no officer of the ~~u~~Union shall have
38 the power to act as an agent for or otherwise bind the ~~u~~Union in any manner
39 whatsoever. No member or group of members or other person or persons shall have
40 the power to act on behalf of, or to otherwise bind the ~~u~~Union, except to the extent
41 specifically authorized in writing by the ~~b~~Business ~~m~~Manager of the ~~u~~Union or the
42 State eExecutive ~~b~~Board of the ~~u~~Union.

43
44 ARTICLE 16
45 CONSTITUTIONAL AMENDMENTS

46 ~~6.07—ASEA/AFSCME Local 52 Constitution.~~

1 ~~A. The union shall at all times be subject to the provisions of the International~~
2 ~~Constitution and the American Federation of State, County and Municipal Employees,~~
3 ~~AFL-CIO.~~

4
5 ~~B.~~ The ASEA/AFSCME Local 52 constitution may be amended as follows:
6

7 ~~4~~A. This constitution may be amended, revised or otherwise changed by a two-
8 thirds (2/3) vote of the delegates to a regular or special convention, and such change
9 shall take effect upon written approval of the AFSCME International President in
10 accordance with Article IX of the AFSCME Constitution except that amendments to
11 Article 5 must be ratified by a simple majority of the general membership voting.
12

13 ~~2~~B. Proposed amendments to this constitution shall be submitted in writing to
14 the executive board at least thirty (30) days prior to the regular or special convention
15 at which a vote is to be taken. The executive board shall review the proposed
16 amendments and may make a recommendation to the delegates on whether the
17 proposed amendment should be adopted or rejected.
18

19 ~~3~~C. This constitution also may be amended by a two-thirds (2/3) vote of the
20 members voting in favor of a proposed amendment in a mail ballot referendum. Any
21 such amendment must be submitted to the executive board with signatures from at
22 least one- hundred (100) members in good standing of the ~~u~~Union. The same
23 timetable that applies to the annual nomination and election of officers shall be
24 applicable to the submission of such proposed amendments. A statement explaining
25 the purpose for the proposed amendment, which may not exceed two hundred and
26 fifty (250) words in length, must be submitted with the proposed amendment. The
27 proposed amendment and the explanatory statement shall be mailed to the members
28 with a ballot in the same mailing used for the annual election of officers. If the
29 executive board opposes the adoption of the proposed amendment, it shall distribute
30 to the members a statement setting forth its reasons for opposing the amendment.
31 This statement, which shall not exceed two hundred and fifty (250) words in length,
32 shall be included in the same mailing which is used to distribute the proposed
33 amendment to the members. If adopted by the members, the change shall take effect
34 upon written approval by the AFSCME International President in accordance with
35 Article IX of the AFSCME Constitution.
36

37 APPENDIX A
38 ALASKA STATE EMPLOYEES ASSOCIATION
39 AFSCME Local 52, AFL-CIO
40

41 DEFINITION
42

43 Section 1. Unless the context clearly indicates otherwise, the terms "Association"
44 and "Union" and the initials "ASEA" are used interchangeably in this Constitution to
45 mean the "Alaska State Employees Association."
46

47 Section 2. Unless the context clearly indicates otherwise, the term "International
48 Union" and the initials "AFSCME" are used interchangeably in this constitution to
49 mean the "American Federation of State, County and Municipal Employees."
50

1
2 Section 3. The executive board in resolving questions which may arise over the
3 eligibility of any person to be a member of this organization shall be guided, to the
4 extent possible, by the following definitions:
5

6 A. Officers and Officials includes State Executive Board members, Contract
7 Negotiating Committee members, Chapter Executive Board members, Judicial Panel
8 Members, Stewards, and elected committee members.
9

10 A.B. Full-Time Employee -- means any person who is employed on a full-time
11 basis and is eligible for membership under 4.01 of the ASEA/AFSCME Local 52
12 constitution. Full-time means any person who works 60 hours or more per bi-monthly
13 pay period.
14

15 B.C. Part-time Employee -- means any person who is employed on a part-time
16 basis and is eligible for membership under 4.01 of the ASEA/AFSCME Local 52
17 constitution. Part-time means any person who works less than 60 hours per bi-
18 monthly pay period.
19

20 C.D. Seasonal Employee -- means any person who is employed on a regular,
21 reoccurring seasonal basis, in either a full or part-time position in their bargaining unit.
22 Such persons shall be eligible to retain their membership and exercise full
23 membership rights during the "off season" if they have a right to reclaim their position
24 in the general government unit during the next season.
25

26 D.E. Temporary Employee -- means any person who is employed in either a full
27 or part-time position on a temporary basis in their bargaining unit.
28

29 E.F. Laid-Off Employee -- means any person who has been laid-off from a full-
30 time, part-time, seasonal or temporary position in their bargaining unit and who had
31 been an ASEA/AFSCME Local 52 member while so employed. Such persons shall be
32 eligible to retain their membership and exercise their rights of membership during the
33 period they are in a contractually defined layoff status.
34

35 F.G. Retired Employee -- means any person who has retired from employment
36 with the State of Alaska in their bargaining unit. ~~If such person was holding an~~
37 ~~elective office in the union, such person may serve out the balance of that term, but~~
38 ~~may not be elected to any other office. Except as here provided, a retired employee~~
39 ~~shall not be eligible for membership in the union.~~ Retired employees shall not be
40 eligible for membership in ASEA/AFSCME Local 52. An ASEA/AFSCME Local 52
41 member who is holding an ASEA/AFSCME Local 52 office shall at the time of
42 retirement immediately vacate the seat.
43

44 G.H. Staff Employee -- means any person who is employed by the union in any
45 capacity whatsoever. Such persons are eligible for membership in the union but shall
46 not be eligible to hold office in the union. For purposes of this membership category,
47 a person whose primary basis for membership derives from employment in a
48 bargaining unit represented by ASEA/AFSCME Local 52 shall not be deemed to be a

1 staff employee of the union even though the person may be drawing a stipend or
2 salary from the union on a temporary basis.

3
4 ~~HI. Member in Good Standing -- A member who has paid dues on all pay~~
5 ~~periods in which compensation was earned. Agency fee payers are not members in~~
6 ~~good standing and are not recognized as being eligible for membership in the Union~~
7 ~~under Article 4.01.~~

8
9 Section 4. In all elections conducted pursuant to this constitution, the outcome
10 shall be determined by the ASEA/AFSCME Local 52 members actually voting in an
11 election or referendum. Voided and blank ballots shall not be included in the tally of
12 valid ballots. The elections committee shall make the final decision on any disputed
13 election matter, subject to an appeal pursuant to the procedures set forth in the
14 Elections Code of the AFSCME Constitution.

15
16 ~~Section 5. The term "disability" as used in the Bill of Rights for ASEA/AFSCME~~
17 ~~Local 52 Members and elsewhere in this Constitution is meant to encompass all forms~~
18 ~~of mental, physical and/or social incapacity, infirmity or limitation.~~

19
APPENDIX B
ALASKA STATE EMPLOYEES ASSOCIATION
AFSCME Local 52, AFL-CIO

Chapters	Approximate Size*	No. Delegates*
Anchorage Chapter	3256 <u>3,415</u>	33 <u>35</u>
Cook Inlet Chapter (Kenai, Soldotna)	203 <u>210</u>	3
Cordova Chapter	24 <u>52</u>	1
Buffalo Chapter (Delta Junction)	23 <u>24</u>	1
Bristol Bay Chapter (Dillingham)	40 <u>34</u>	1
Midnight Sun Chapter (Fairbanks)	897 <u>903</u>	9 <u>10</u>
Glennallen Chapter	12	1
Juneau Chapter	1653 <u>1620</u>	17
Kachemak Bay Chapter (Homer)	48 <u>53</u>	1
Ketchikan Chapter	174 <u>185</u>	2
Kodiak/Aleutians Chapter	98 <u>113</u>	4 <u>2</u>
Mat-Su Chapter (Palmer, Wasilla, Willow)	350 <u>373</u>	4
Nome Chapter	78 <u>96</u>	1
Petersburg-Wrangell Chapter	32 <u>27</u>	1
Seward Chapter	54 <u>54</u>	1
Sitka Chapter	106 <u>109</u>	2
Alcan Chapter (Tok)	19 <u>22</u>	1
Yukon-Kuskokwim Delta Chapter (Bethel, Aniak, Kwigillingok and St. Mary's)	113 <u>116</u>	2
Valdez Chapter	21 <u>18</u>	1

- 1 • These are official figures for the 2006~~8~~ ASEA/AFSCME Local 52 Biennial
2 Convention. Chapters are notified by the secretary in advance of each
3 Convention of the actual number of delegates they are entitled to elect, pursuant
4 to Article 6.05.A.2 of the ASEA/AFSCME Local 52 Constitution.
5

6 **Main Motion 08-081 passed, without objection.**

7 **Main Motion 08-082(Conforming Authority)**

8 Moved by Gordon Glaser (Anchorage), seconded, that the Chair be
9 empowered with conforming authority to ensure that any changes such
10 as expanding the Executive Board is congruent with any
11 constitutional amendments that are passed by this delegation.
12

13 **Main Motion 08-082 passed, without objection.**

14 **Main Motion 08-083(Constitutional Amendment No. 1A)**

15 **Committee Recommendation: to adopt as amended by Committee**

16
17 *Submitted by the Constitutional Amendments Committee*

18
19 APPENDIX A

20
21 DEFINITION

22
23 I. Member in Good Standing -- A member who has paid dues on all pay
24 periods in which compensation was earned and is not under union disciplinary
25 sanction.

26
27 J. Agency fee payers are not members in good standing and are not
28 recognized as being eligible for membership in the Union under Article 4.01.
29

30 **Main Motion 08-083 passed, by a voice vote.**

31 **Main Motion 08-084(Constitutional Amendment No. 2)**

32 **Committee Recommendation: to adopt as amended by Committee**

33
34 *Submitted by Michael Williams on behalf of the State Executive Board*

35
36 ~~B.~~—The ASEA/AFSCME Local 52 constitution may be amended as follows:

37
38 ~~B.~~ 4A. This constitution may be amended, revised or otherwise changed
39 by a two-thirds (2/3) vote of the delegates to a regular or special convention, and such
40 change shall take effect upon written approval of the AFSCME International President
41 in accordance with
42 Article IX of the AFSCME Constitution except that amendments to Article 5 must be
43 ratified by a simple majority of the general membership voting.
44

1 **2B.** Proposed amendments to this constitution shall be submitted in
2 writing to the executive board ~~at least thirty (30)~~ no later less than forty-five (45) days
3 prior to the regular or special convention at which a vote is to be taken. The executive
4 board shall review the proposed amendments and may make a recommendation to
5 the delegates on whether the proposed amendment should be adopted or rejected.
6

7 **Main Motion 08-084 passed, without objection.**

8 **Main Motion 08-085 (Constitutional Amendment No. 2A)**

9 **Committee Recommendation: no Recommendation**

10 **Board Recommendation: to adopt as published**

11
12 *Submitted by Constitutional Amendments Committee as a divided question*

13
14 **C.** In a year in which an ASEA/AFSCME Local 52 Biennial Convention
15 is not held, this constitution also may be amended by a two-thirds (2/3) vote of the
16 members voting in favor of a proposed amendment in a mail ballot referendum. Any
17 such amendment must be submitted to the executive board with signatures from ~~at~~
18 ~~least one hundred (100)~~ members in good standing of the union who represent at
19 least 2% of the membership from each affected ASEA/AFSCME Local 52 Chapter.

20 The same timetable that applies to the annual nomination and election of officers shall
21 be applicable to the submission of such proposed amendments. A statement
22 explaining the purpose for the proposed amendment, which may not exceed two
23 hundred and fifty (250) words in length, must be submitted with the proposed
24 amendment. The proposed amendment and the explanatory statement shall be
25 mailed to the members with a ballot in the same mailing used for the annual election
26 of officers. If the executive board opposes the adoption of the proposed amendment,
27 it shall distribute to the members a statement setting forth its reasons for opposing the
28 amendment. This statement, which shall not exceed two hundred and fifty (250)
29 words in length, shall be included in the same mailing which is used to distribute the
30 proposed amendment to the members. If adopted by the members, the change shall
31 take effect upon written approval by the AFSCME International President in
32 accordance with Article IX of the AFSCME Constitution.

33 **Amendment 08-085A (Constitutional Amendment No. 2A)**

34 **Moved by Bryan Evans (Anchorage), seconded, to adopt the**
35 **recommended language in the first sentence and restore the**
36 **remaining article back to the original language.**

37 **Amendment 08-085A passed, by voice vote, with no challenge to**
38 **the Chair.**

39 **Amendment 08-085B (Constitutional Amendment No. 2A)**

40 **Moved by Lauri Medlin (Nome), seconded, to amend by adding the**
41 **requirement of 100 members representing at least five chapters.**
42 **The Chair rules Amendment 08-085B failed by voice vote, with a**
43 **challenge to the Chair.**

1 Incidental Motion 08-085B.1 (Division of the House)

2 Moved by Val Kenny (Anchorage) for a division of the house, to
3 challenge the Chair's ruling by a count of the tellers.

4 Motion 08-085B.1, ruling of the Chair is overturned 46:27

5 Amendment 08-085B passed.

6
7 **Point of Order:** David Hawes (Juneau) states that the main motion
8 has reached the time limit as stated in the Rules. President Brown
9 has appointed David Hawes the official time-keeper while the
10 convention is in session.

11
12 The Presiding Officer extends debate for one more pro and
13 one con, with no objection.

14
15 **The Chair ruled Main Motion 08-085 failed by voice vote**

16 Incidental Motion 08-085.1 (Division of the House)

17 Moved by Lauri Medlin (Nome) for a division of the house, to
18 challenge the Chair's ruling by a count of the tellers.

19 Motion 08-085.2, the ruling of the Chair is overturned 50:23.

20
21 Main Motion 08-085 passed, as amended by Assembly.

22 **Main Motion 08-086 (Constitutional Amendment No. 3)**

23 Committee Recommendation: to adopt as published

24
25 *Submitted by Michael Williams on behalf of the State Executive Board*

26
27 H. Due Process and Recall:

28
29 ~~1. — Due Process:—~~ Charges against a member or officer shall be
30 specific and shall be only on grounds provided in Article X of the AFSCME
31 Constitution. Accused members or officers shall have the right to fair trial with strict
32 adherence to due process. The accused shall be considered innocent until proven
33 guilty.

34
35 ~~2. — Recall:— All elected officials shall be subject to recall by the~~
36 ~~membership.~~

37
38 ~~a. — A recall petition shall be presented to the ASEA/AFSCME~~
39 ~~Local 52 Judicial Panel, and the petitioners shall then have 90 days from the date of~~
40 ~~presentation to obtain the signatures of 25% of the members represented by that~~
41 ~~elected official who are in good standing, to be valid.~~

42
43 ~~b. — Rights afforded the subject of the recall petition shall be~~
44 ~~those specified in the AFSCME Constitution and in this Constitution.~~

1 ~~c. The judicial panel shall have 14 calendar days to certify the~~
2 ~~petition of recall.~~

3
4 ~~d. If the petition is valid, a mail-out ballot shall be sent to the~~
5 ~~membership within 30 days of certification. The membership shall have 30 days to~~
6 ~~vote on the recall.~~

7
8 ~~e. If the recall petition is sustained by a majority vote of those~~
9 ~~voting, the vacancies shall be handled as provided in this Constitution.~~

10
11 **Main Motion 08-086 failed by a voice vote.**

12
13 (The Presiding Officer called for a 15-minute break at 2:25 p.m.,
14 resuming the record at 2:40 p.m.)

15 **Main Motion 08-087 (Constitutional Amendment No. 4)**

16 **Committee Recommendation: to adopt as published**

17
18 *Submitted by Michael Williams on behalf of the State Executive Board*

19
20 6.03 Meeting Time, Place, Date.

21
22 The convention shall meet at such time, place and date as shall be determined by the
23 State Executive Board, provided, however, that the convention shall be held only during
24 the months of February or March. The convention shall be held in every even-numbered
25 year. The call to convention shall be issued no later than 90 days prior to the convention.

26
27 6.04 Special Convention.

28
29 A special convention may be called by a two-thirds (2/3) vote of the State Executive
30 Board. A special convention also may be called by the submission to the State
31 Executive Board of a resolution adopted by at least ~~three~~ 50% of the chapters
32 representing at least one-third (1/3) of the Association's membership. A special
33 convention also may be called by the AFSCME International President. When a special
34 convention is called, it shall be held as soon as physically possible.

35
36 6.05 Convention Delegates.

37
38 B. Representation

39
40 1. A delegate must be a member in good standing of the chapter that member
41 represents, both at the time of election and at the time the convention convenes. A
42 delegate who at the time of election meets the criteria, but does not meet the criteria at
43 the time the convention convenes, will be considered to have vacated the position.

44
45 2. For the purpose of providing representation at a convention, two or more chapters may
46 combine to be represented by a single delegate. No delegate may represent more than

1 four chapters, and such delegate must be a member of one of the chapters that is being
2 represented pursuant to this provision.
3

4 **Incidental Motion 08-087.1 (Division of the Question)**

5 **Moved by Jacob Gemmell (Juneau), seconded, to divide the**
6 **question by separating 6.04 to become Constitutional Amendment**
7 **No. 4A.**

8
9 **Motion 08-087.1 passed, without objection; 6.03 and 6.05 become**
10 **the Main Motion.**

11
12 **Main Motion 08-087 as divided passed, without objection.**

13 **Main Motion 08-088(Constitutional Amendment No. 4A)**

14 **Committee Recommendation: to adopt as published**

15
16 *Submitted by Michael Williams on behalf of the State Executive Board – question divided*
17 *by the Assembly*

18
19 6.04 Special Convention.

20
21 A special convention may be called by a two-thirds (2/3) vote of the State eExecutive
22 bBoard. A special convention also may be called by the submission to the State
23 Executive Board of a resolution adopted by at least ~~three~~ 50% of the chapters
24 representing at least one-third (1/3) of the Association's membership. A special
25 convention also may be called by the AFSCME International President. When a special
26 convention is called, it shall be held as soon as physically possible.
27

28 **Main Motion 08-088 failed, by a show of hands.**

29 **Main Motion 08-089(Constitutional Amendment No. 5A)**

30 **Committee Recommendation: no recommendation (divided in committee**
31 **to separate the proposed 5.02 to become Constitutional Amendment No.**
32 **5A)**

33
34 *Submitted by Michael Williams on behalf of the State Executive Board*

35
36 5.~~03~~ 02 Dues Increases.

37
38 Except as may be necessary for the union's dues rates to remain in
39 compliance with the minimum dues provisions as set forth in Article IX of the AFSCME
40 Constitution, the dues rates shall not be adjusted except by a ~~simple majority~~ two-thirds
41 (2/3) vote of the ~~members~~ Assembly voting at the ASEA/AFSCME Local 52 Biennial
42 Convention.
43

44 **Main Motion 08-089 failed by a show of hands.**

1 **Main Motion 08-090 (Constitutional Amendment No. 5)**

2 **Committee Recommendation: to adopt as published**

3
4 *Submitted by Michael Williams on behalf of the State Executive Board*

5
6 **ARTICLE 5**
7 **DUES**

8
9 **5.01 ~~Full-Time~~Dues Rate.**

10
11 ~~Effective January 1, 2007~~2009, the dues rate for individual bargaining unit working
12 members, ~~working 60 hours or more per pay period, shall be nineteen and 97/100 dollars~~
13 ~~(\$19.97) per pay period plus one-tenth of one percent (.001) of the member's base wage~~
14 ~~earnings for that pay period.~~shall be \$5.00 per pay period plus 1% of the base wage
15 ~~earnings up to and including \$833.00, 1.05% of the base wage earnings above \$833.00~~
16 ~~up to and including \$1,667.00, 1.10% of the base wage earnings above \$1,667.00 up to~~
17 ~~and including \$2,500.00, 1.15% of the base wage earnings above \$2,500.00 up to and~~
18 ~~including \$3,333.00, 1.20% of the base wage earnings above \$3,333.00 up to and~~
19 ~~including \$4,167.00, and 1.35% of the base wage earnings that is greater than \$4,167.00~~
20 ~~for that pay period.~~

21
22 ~~5.02 — Part-Time Rate.~~

23
24 ~~Effective January 1, 2007, the dues rate for bargaining unit members working less than~~
25 ~~60 hours per pay period shall be twelve and 13/100 dollars (\$12.13) per pay period plus~~
26 ~~one-tenth of one percent (.001) of the member's base wage earnings for that pay period.~~

27
28 Without objection by request of the Committee Chair Michael
29 Williams, that the clock be stopped for a presentation by the
30 Business Manager on the details of the progressive dues structure.

31
32 (See Exhibit 4, Presentation slides of
33 Proposed Progressive dues Structure)

34
35 [The clock has been restarted]

36
37 (The Presiding Officer called for a 15-minute break at 4:15 p.m. to
38 accommodate a point of information regarding other dues
39 restructuring scenarios, resuming the record at 4:30 p.m.)

40 **Subsidiary Motion 08-090.1 (Extend Debate)**

41 Moved by Frank Puschak (Anchorage) and seconded to extend
42 debate for five minutes.

43 **Motion 08-090.1 passed, without objection.**

44 **Amendment 08-090A (Constitutional Amendment No.5)**

1 Moved by Frank Puschak (Anchorage) and seconded to amend the
2 base rate of 1.35% to 1.25% on base wage earnings greater than
3 \$4,167.

4 Amendment 08-090A passed, by voice vote.

5
6 Main Motion 08-090 passed as amended, by a show of hands.

7 Main Motion 08-091(Constitutional Amendment No. 6)

8 Committee Recommendation: to adopt as published

9
10 Submitted by Michael Williams on behalf of the State Executive Board

11
12 4.01 Eligibility.

13
14 All full-time, part-time, seasonal, ~~laid-off~~, and temporary employees of the State of Alaska
15 who are in the General Government Unit, or persons who are employed by the State of
16 Alaska or its related agencies, authorities, or commissions; and including employees of
17 private contractors who perform services which were previously performed by such
18 employees and including employees of the City of Sitka, Alaska, shall be eligible for
19 membership in the union.
20

21 The Chair ruled Main Motion 08-091 failed by a show of hands, with a
22 challenge to the Chair.

23 Incidental Motion 08-091.1 (Division of the House)

24 By a show of hands by one-third's show of hands, the Assembly
25 requested a Division of the House.

26 Motion 08-091.1, the ruling of the Chair is upheld 43:34; by a
27 lack of a two-thirds vote.
28

29 Main Motion 08-091 failed by a rising vote.

30
31 (Whereupon, the 12th Biennial Convention 2008, ASEA/AFSCME Local 52,
32 AFL-CIO, recessed for the evening at 5:00 p.m., to reconvene the
33 following day at 8:00 a.m., Sunday, February 24, 2008.)

34 **DAY 2**

35 The 12th Biennial Convention 2008, ASEA/AFSCME Local 52, AFL-CIO, is
36 reconvened. A quorum of the Assembly is declared.

- 37 • Invocation by Chaplain Samuel Humphreys

38 **CONVENTION COMMITTEE REPORTS (Continued)**

39 REPORT OF THE CONSTITUTIONAL AMENDMENTS COMMITTEE (Continued)

40 Main Motion 08-092(Constitutional Amendment No. 7)

1 Committee Recommendation: to adopt as amended by Committee

2 Submitted by Michael Williams on behalf of the State Executive Board

3
4
5 7.02 Election of State Executive Board.

6
7 The officers of the executive board shall be elected in the following manner:

8
9 A. The president, secretary, and treasurer shall be elected from all ASEA/AFSCME
10 Local 52 members.

11
12 B. The four regional board members shall be elected from the State GGU, ~~one each,~~
13 ~~from~~in the regions described below:

14
15 1. Northern Region (Fairbanks area): The Northern Region shall consist of
16 ASEA/AFSCME Local 52 members in Fairbanks - Northstar Borough.

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

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

21 4. Rural Region: The Rural Region shall consist of ASEA/AFSCME Local 52
22 members in all areas not included in B.1,2, and 3 above.

23
24 C. The four (4) Occupational Board Members shall be elected, one each, from the
25 following State GGU occupational groups:

- 26
27 1 - Technical Employees
28 1 - Professional Employees
29 1 - Administrative Support Employees
30 1 - Class I Employees
31

32 ~~D. Each new bargaining unit~~ There shall be assigned ~~a~~one dedicated seat on the
33 State eExecutive ~~b~~Board for municipal employees organized under ASEA/AFSCME
34 Local 52 for each 1,000 members, or fraction thereof, of municipal employees
35 ~~organized under ASEA/AFSCME Local 52.~~ There shall be assigned a one dedicated
36 seat on the State Executive Board for state employees organized under
37 ASEA/AFSCME Local 52, who are not classified as General Government employees
38 in the State of Alaska's system of classification for each 1,000 members, or fraction
39 thereof, of state employees organized under ASEA/AFSCME Local 52, who are not
40 classified as General Government employees in the State of Alaska's system of
41 classification.
42

43 7.06 Terms of Office.

44
45 ~~The terms of office shall be two three (23) years, with the Secretary, Treasurer, and~~
46 ~~four (4) Executive Board members first elected in 2009; and the President and four~~
47 ~~the remaining e~~Executive bBoard members elected in the even-numbered years 2010;
48 ~~and the Secretary, Treasurer and four executive board members elected in the odd-~~
49 ~~numbered years.~~

1
2 **Main Motion 08-092 passes without objection.**

3 **Main Motion 08-093(Constitutional Amendment No. 8)**

4 **Committee Recommendation: to adopt as amended by Committee**

5
6 *Submitted by Michael Williams on behalf of the State Executive Board*

7
8 7.05 Election Process.

9
10 D. All elections shall be conducted under the supervision of an elections committee,
11 the members of which shall be appointed by the ASEA/AFSCME Local 52 President
12 with the consent of the executive board. No member of the elections committee shall
13 be a candidate for election, or hold any other elected or appointed office in the Union,
14 with the exception of stewards.

15
16 **Main Motion 08-093 passed, without objection.**

17 **Main Motion 08-094(Constitutional Amendment No. 9)**

18 **Committee Recommendation: to adopt as amended by Committee**

19
20 *Submitted by Michael Williams on behalf of the State Executive Board*

21
22 10.03 Structure and Eligibility.

23
24 A. Each chapter shall elect a president, secretary, and a treasurer who shall
25 serve a term of office as prescribed within the chapter bylaws, but not to exceed ~~two~~
26 ~~(2)~~three (3) years. Additional chapter officers may be established within a chapter's
27 bylaws who shall serve terms of office not to exceed ~~two (2)~~three (3) years. A member
28 may be a candidate for only one chapter office at any one time.

29
30 B. To be eligible to hold a chapter executive board office, a candidate must be
31 actively employed and must be a member in good standing of the Union. The member's
32 bargaining unit designated work place must be located in the chapter that member
33 represents, as defined by the State Executive Board.

34
35 ~~B-10.04~~ Meetings and Bylaws

36
37 Chapters shall meet at least annually and shall adopt bylaws for the conduct of
38 their affairs. For this purpose, a chapter may use the model chapter bylaws set forth in
39 Appendix C of the constitution. Alternately, a chapter may adopt its own bylaws provided
40 they do not conflict with this constitution or the AFSCME Constitution.

41
42 10.04-05 Reporting.

43
44 A. A copy of the chapter bylaws shall be filed with the ASEA/AFSCME Local 52
45 ~~secretary~~headquarters.

1 B. A copy of the chapter meeting minutes shall be filed with the ASEA/AFSCME
2 Local 52 ~~secretary~~headquarters.

3
4 C. A report reflecting the chapter's financial status shall be filed with the
5 ASEA/AFSCME Local 52 ~~treasurer~~headquarters each fiscal-year end of the union.

6
7 10.05—06 Per Capita.

8
9 A. The State Executive Board shall implement a program to provide financial support for
10 chapter operations. ~~ASEA/AFSCME Local 52 shall provide that four percent (4%) of the~~
11 ~~total dues and agency fees collected by the union shall be designated for chapter~~
12 ~~operations. If sufficient funds are available, each chapter shall receive a minimum~~
13 ~~allocation of \$1000 annually. If there are additional funds, they shall be apportioned~~
14 ~~between the chapters on the basis of their respective memberships.~~

15
16 B. A chapter's eligibility to receive per capita checks is subject to full compliance
17 with the reporting requirements listed in 10.05 above.

18 **Incidental Motion 08-094.1 (Division of the Question)**

19 **Moved by Shawn Alexander (Midnight Sun) and seconded to**
20 **separate 10.06 (amended 10.05) to become Constitutional**
21 **Amendment 9A.**

22 **Motion 08-094.1 passed, without objection making the remnant of**
23 **Constitutional Amendment No. 9 the Main Motion.**

24
25 **Main Motion 08-094 as divided passed, without objection.**

26 **Main Motion 08-095 (Constitutional Amendment No. 9A)**

27 **Committee Recommendation: to adopt as amended by Committee**

28
29 *Submitted by Michael Williams on behalf of the State Executive Board – question divided*
30 *by Assembly*

31
32 10.05—06 Per Capita.

33
34 ~~A.~~The State Executive Board shall implement a program to provide financial support for
35 chapter operations. ~~ASEA/AFSCME Local 52 shall provide that four percent (4%) of the~~
36 ~~total dues and agency fees collected by the union shall be designated for chapter~~
37 ~~operations. If sufficient funds are available, each chapter shall receive a minimum~~
38 ~~allocation of \$1000 annually. If there are additional funds, they shall be apportioned~~
39 ~~between the chapters on the basis of their respective memberships.~~

40 B. A chapter's eligibility to receive per capita checks is subject to full compliance
41 with the reporting requirements listed in 10.05 above.

42
43 **Main Motion 08-095 failed by a voice vote.**

44 **Main Motion 08-096 (Constitutional Amendment No. 10)**

45 **Committee Recommendation: no recommendation**

1 **Board Recommendation: to adopt as published**

2
3 *Submitted by Michael Williams on behalf of the State Executive Board*

4
5 **ARTICLE 11**
6 **JUDICIAL PROCEDURES**

7
8 ~~11.01—Composition.~~

9
10 ~~The judicial panel shall be composed of ASEA members excluding any paid staff and~~
11 ~~officers as defined in Article 7.01. It shall conduct its affairs according to Article X of the~~
12 ~~AFSCME Constitution. All trials shall be conducted with three (3) trial officials. Unless~~
13 ~~otherwise provided for in this article, it shall conduct judicial panel procedures in~~
14 ~~conformance with Article XI of the AFSCME Constitution.~~

15
16 ~~11.02—Structure.~~

17
18 ~~A. The Judicial Panel shall be composed of four (4) members and four (4) alternates who~~
19 ~~shall be elected from the respective areas as follows:~~

20
21 ~~—1.— One (1) member from Anchorage for a three year term with March of 1994~~
22 ~~being the reference point to determine election years.~~

23 ~~—2.— One (1) member from Fairbanks for a three year term with March of 1994 being~~
24 ~~the reference point to determine election years.~~

25 ~~—3.— One (1) member from Juneau for a three year term with March of 1995 being~~
26 ~~the reference point to determine election years.~~

27 ~~—4.— One (1) member from the Rural area for a three year term with March of 1996~~
28 ~~being the reference point to determine election years.~~

29
30 ~~B. The person from the area to receive the most votes shall be the Judicial Panel~~
31 ~~member and the person with the second most votes shall be Alternate Judicial Panel~~
32 ~~Member.~~

33
34 ~~C. The chair of the judicial panel shall be selected by a majority of the members and~~
35 ~~alternates who vote. The term of the chair shall be for one year, commencing each April~~
36 ~~and ending in March of each subsequent year.~~

37
38 ~~D. The duties of the chair will be as follows:~~

39
40 ~~—1.— To conduct official correspondence and representation on behalf of the judicial~~
41 ~~panel members with charging and accused parties, the executive board and other trial~~
42 ~~bodies.~~

43 ~~—2.— To convene and chair meetings of the judicial panel members for preliminary~~
44 ~~review of charges, the purpose of such review being the determination whether a charge~~
45 ~~will be accepted and filed, based on the judicial panel finding that a reasonable likelihood~~
46 ~~exists that a specific chargeable action or actions under Article X of the AFSCME~~
47 ~~Constitution may have occurred.~~

1 ~~3. To coordinate the venue of trials and the assignment of judicial panel members~~
2 ~~to specific cases, assuring the fair and orderly rotation of assignments among members~~
3 ~~and alternates.~~

4
5 ~~11.03 Eligibility.~~

6
7 ~~No salaried employees of the union or any member holding any elective office in the union~~
8 ~~shall be eligible to serve on the Judicial Panel. This provision shall not be interpreted to~~
9 ~~prohibit a judicial panel member from being elected to serve as an ASEA delegate to~~
10 ~~another labor organization.~~

11
12 **Main Motion 08-096 failed by a show of hands.**

13 **Main Motion 08-097 (Constitutional Amendment No. 11)**

14 **Committee Recommendation: do not adopt**

15
16 *Submitted by Michael Williams on behalf of the State Executive Board*

17
18 ARTICLE 12
19 COLLECTIVE BARGAINING

20
21 12.01 Collective Bargaining.

22
23 In preparing for negotiations with the employer, a contract negotiating committee shall
24 be assembled to ascertain the interests and needs of the members and to develop the
25 bargaining unit's goals and objectives for negotiations.

26
27 12.02 [State of Alaska](#) General Government Bargaining Unit.

28
29 A. For the purpose of conducting negotiations with the State of Alaska, the union
30 shall be represented by a contract negotiating committee consisting of six (6)
31 ASEA/AFSCME Local 52 General Government Unit members.

32
33 B. All negotiators ~~and alternates~~ must be elected and seated at least six (6) months
34 prior to the end of the expiring contract.

35
36 C. The contract negotiating committee shall consist of members in good standing
37 elected from the following categories:

- 38
39 1. One negotiator ~~and one alternate~~ elected from the members in the
40 Northern Region,
41 2. One negotiator ~~and one alternate~~ elected from the members in the Central
42 Region,
43 3. One negotiator ~~and one alternate~~ elected from the members in the
44 Southeast Region,
45 4. One negotiator ~~and one alternate~~ elected from the members in the Rural
46 Chapters,
47 5. One negotiator ~~and one alternate~~ elected from Seasonal employees,
48 6. One negotiator ~~and one alternate~~ elected from Class I members.

- 1
2 D. The bargaining team shall consist of the negotiators only.
3 E. Seasonal and Class I members are precluded from holding any regional position
4 on the contract negotiating committee.
5

6 E.F. Vacancies

7 When a primary committee member vacates their seat on the Contract Negotiating
8 Committee, ~~the alternate for the chapter, region or class will assume the duties of the~~
9 ~~primary member.~~ The person who is the next highest vote getter received the next
10 highest number of votes will fill the vacant position. When only two members originally
11 ran for the ~~primary and alternate~~ seats, the State Executive Board will appoint a
12 member to fill the vacant ~~alternate~~ seat. If deemed feasible and time restraints are
13 not a factor, the State Executive Board will instruct the Business Manager to send an
14 announcement of a vacancy to all members of the affected region, chapter, or class,
15 asking for names of members interested in filling the ~~alternate~~ position. The State
16 Executive Board will appoint ~~an alternate~~ the committee member from the names
17 submitted. If no one submits names, that seat will remain vacant for the duration of
18 the present contract negotiations. In such an event and when the ~~primary~~ committee
19 member cannot participate in a meeting of the committee, at ~~his/her~~ the member's
20 earliest convenience, the Business Manager will inform the ~~primary~~ member of any
21 and all pertinent information disseminated during the meeting.
22

23 **Main Motion 08-097 failed by a voice vote.**

24 **Main Motion 08-098 (Constitutional Amendment No. 11A)**

25 **Committee Recommendation: to adopt as amended by Committee**
26 **(combined with Constitutional Amendment No. 31)**
27

28 *Submitted by Michael Williams on behalf of the State Executive Board – question divided*
29 *by Committee*
30

31 12.03 Duties of the Elected State of Alaska General Government Unit Contract
32 Negotiating Committee.
33

34 Duties of the elected State of Alaska General Government Unit contract negotiating
35 committee are as follows:
36

37 A. The contract negotiating committee ~~will receive general direction from the~~
38 ~~ASEA/AFSCME Local 52 chapter chairs; but the elected negotiating committee, and not~~
39 ~~the State Executive Board,~~ shall have the sole authority to negotiate with the State of
40 Alaska.
41

42 B. Solicit membership input through such means as the State Executive Board, Chapter
43 Presidents, stewards' networks, surveys, telephone interviews, and worksite meetings. In
44 order to carry out its duties under this subsection, the Business Manager on behalf of the
45 contract negotiating committee will establish a budget which it will submit to the State
46 Executive Board for funding three (3) months prior to the onset of negotiations. The State
47 Executive Board shall not unreasonably withhold funds as requested in the contract
48 negotiating committee's budget.

1
2 C. The contract negotiating committee may solicit a professional negotiator and other
3 appropriate assistance from AFSCME and any other sources as deemed necessary, ~~in~~
4 ~~addition to legal assistance from ASEA/AFSCME Local 52 counsel, prior to commencing~~
5 ~~negotiations.~~

6
7 D. Formulate contract proposals, based upon ~~member input~~ the information obtained
8 through 12.03 B., legal advice, input from professional AFSCME negotiators, and input
9 from the ASEA/AFSCME Local 52 Business Manager, ~~and input from the current~~
10 ~~ASEA/AFSCME Local 52 State Executive Board.~~

11
12 E. With Staff assistance, provide and disseminate timely reports on the progress of
13 specific issues under negotiation ~~and an accounting of expenses associated with~~
14 ~~negotiations,~~ to all statewide officers, chapter presidents, ~~and~~ all shop stewards, and the
15 general membership. The Business Manager shall prepare an accounting of the
16 expenses associated with negotiations to be reported monthly to the State Executive
17 Board and contract negotiating committee.

18
19 **Main Motion 08-098 passed, without objection.**

20 **Main Motion 08-099 (Constitutional Amendment No. 12)**

21 **Committee Recommendation: do not adopt**

22
23 *Submitted by Harry Lockwood (Cook Inlet Chapter)*

24
25 12.01 Collective Bargaining.

26
27 In preparing for negotiations with the employer, a contract negotiating committee shall
28 be assembled to ascertain the interests and needs of the members and to develop the
29 bargaining unit's goals and objectives for negotiations.

30
31 12.02 General Government Bargaining Unit.

32
33 A. For the purpose of conducting negotiations with the State of Alaska, the union
34 shall be represented by a contract negotiating committee consisting of six (6)
35 ASEA/AFSCME Local 52 General Government Unit members.

36 B. All negotiators and alternates must be elected and seated at least ~~six-nine~~ (69)
37 months prior to the end of the expiring contract.

38 C. The contract negotiating committee shall consist of members in good standing
39 elected from the following categories:

40 1. One negotiator ~~and one alternate~~ elected from the members in the
41 Northern Region,

42 2. One negotiator ~~and one alternate~~ elected from the members in the Central
43 Region,

44 3. One negotiator ~~and one alternate~~ elected from the members in the
45 Southeast Region,

46 4. One negotiator ~~and one alternate~~ elected from the members in the Rural
47 Chapters,

48 5. One negotiator ~~and one alternate~~ elected from Seasonal employees,

1 6. One negotiator ~~and one alternate~~ elected from Class I members.
2 D. Seasonal and Class I members are precluded from holding any regional position
3 on the contract negotiating committee.

4 E. Vacancies

5 When a ~~primary committee member~~ negotiator vacates their seat on the Contract
6 Negotiating Committee, the ~~alternate for the chapter, region or class will assume the~~
7 ~~duties of the primary member. The person~~ member who with is the next highest votes
8 ~~getter will fill the vacant position~~ assume the duties of the negotiator. When only ~~two~~
9 ~~one~~ members originally ran for the ~~primary and alternate seats~~ position, the State
10 Executive Board will appoint a member to fill the vacant ~~alternate~~ seat. If deemed
11 feasible and time restraints are not a factor, the State Executive Board will instruct the
12 Business Manager to send an announcement of a vacancy to all members of the
13 affected region, chapter, or class, asking for names of members interested in filling
14 the alternate position. The State Executive Board will appoint an alternate from the
15 names submitted. If no ~~one submits~~ names are submitted, that seat will remain
16 vacant for the duration of the present contract negotiations. ~~In such an event and~~
17 ~~when the primary committee member cannot participate in a meeting of the~~
18 ~~committee, at his/her earliest convenience, the Business Manager will inform the~~
19 ~~primary of any and all pertinent information disseminated during the meeting.~~
20

21 12.03 Duties of the Elected Contract Negotiating Committee.

22 Duties of the elected contract negotiating committee are as follows:

23 A. The contract negotiating committee will receive general direction from the
24 ASEA/AFSCME Local 52 chapter chairs; but the elected negotiating committee, and
25 not the State Executive Board, shall have the sole authority to negotiate with the State
26 of Alaska.

27 B. Solicit membership input through such means as the stewards' networks, surveys,
28 telephone interviews, and worksite meetings. In order to carry out its duties under this
29 subsection, the contract negotiating committee will establish a budget which it will
30 submit to the State Executive Board for funding three (3) months prior to the onset of
31 negotiations. The State Executive Board shall not unreasonably withhold funds as
32 requested in the contract negotiating committee's budget.

33 C. The CNC may ~~S~~solicit a professional negotiator and/or other appropriate
34 assistance from AFSCME, in addition to legal assistance from ASEA/AFSCME Local
35 52 counsel, prior to commencing negotiations.

36 D. Formulate contract proposals, based upon member input, legal advice, input from
37 professional AFSCME negotiators, input from the ASEA/AFSCME Local 52 Business
38 Manager, and input from the current ASEA/AFSCME Local 52 State Executive Board.

39 E. With Staff assistance, provide and disseminate timely reports on the progress of
40 specific issues under negotiation and an accounting of expenses associated with
41 negotiations, to all statewide officers, chapter presidents, and all shop stewards.

42 12.04 Strike.

43 Should members vote to strike, the contract negotiating committee shall participate in
44 the leadership and coordination of strike activities by working closely with the
45 ASEA/AFSCME Local 52 State Executive Board, the Strike Trust Fund trustees, the
46 rest of the bargaining committee, and the ASEA/AFSCME Local 52 Business
47 Manager, in addition to utilizing AFSCME resources, to ensure the fullest member
48 participation.
49

1 12.05 Ratification.

2 All collective bargaining agreements, letters of understanding, memorandums of
3 understanding or other equivalent agreements, whether permanent or interim, which
4 affect the wages, benefits, and working conditions of members, shall be subject to
5 ratification, prior to implementation, by a simple majority of the affected members
6 voting. This section shall apply at all times under all conditions for ASEA/AFSCME
7 Local 52.

8 12.06 Other Bargaining Units.

9 Employee groups joining ASEA/AFSCME Local 52 as a separate bargaining unit will
10 formalize in their bylaws the structure of their negotiating team, duties of their
11 negotiators, and ratification procedures of their collective bargaining agreement.

12
13 **Main Motion 08-099 failed by a voice vote.**

14 **Main Motion 08-100 (Constitutional Amendment No. 12A)**

15 **Committee Recommendation: to adopt as published**

16
17 *Submitted by Harry Lockwood (Cook Inlet) – question divided by Committee*

18
19 12.02 B.

20
21 All negotiators and alternates must be elected and seated at least ~~six-nine~~ (69) months
22 prior to the end of the expiring contract.

23
24 **Main Motion 08-100 passed, without objection.**

25 **Main Motion 08-101 (Constitutional Amendment No. 13)**

26 **Committee Recommendation: to adopt as published**

27
28 *Submitted by Lauri Medlin (Nome)*

29
30 ARTICLE 7
31 STATE EXECUTIVE BOARD.

32
33 The officers of the union shall consist of a president, a secretary, a treasurer, and ~~eight~~ (8)
34 ~~nine~~ (9) additional board members. These ~~eleven~~ (11) ~~twelve~~ (12) shall constitute the
35 State Executive Board.

36
37 7.02 Election of State Executive Board

38 A. (UNCHANGED)

39 B. The ~~four~~ ~~five~~ regional board members shall be elected, one each, from the regions
40 described below:

41 1. Northern Region (Fairbanks area) ... (UNCHANGED)

42 2. Central Region (Anchorage area) ... (UNCHANGED)

43 3. Southeast Region (Juneau area) ... (UNCHANGED)

44 4. Rural Region: The Rural Region shall consist of ASEA/AFSCME Local 52 members in
45 all areas that are on the road system and not included in B.1,2 and 3 above.

1 5. Bush Region: The Bush Region shall consist of ASEA/AFSCME Local 52 members in
2 all areas not on the road system, but not included in B.1, 2, 3 and 4 above.
3

4 7.06 Terms of Office.

5 The terms of office shall be two (2) years, with the President and four executive board
6 members elected in the even-numbered years; and the Secretary, Treasurer and ~~four~~ five
7 executive board members elected in the odd-numbered years.
8

9 **Main Motion 08-101 passed, by a voice vote noting that the Secretary
10 has conforming authority to amend for consistency.**

11 **Main Motion 08-102(Constitutional Amendment No. 14)**

12 **Committee Recommendation: do not adopt**

13
14 *Submitted by Lauri Medlin (Nome)*

15
16 ARTICLE 11
17 Judicial Procedures
18

19 11.01 Composition.

20 The judicial panel shall be composed of ASEA members excluding any paid staff and
21 officers as defined in Article 7.01. It shall conduct its affairs according to Article X of
22 the AFSCME Constitution. All trials shall be conducted with three (3) trial officials.
23 Unless otherwise provided for in this article, it shall conduct judicial panel procedures
24 in conformance with Article XI of the AFSCME Constitution.
25

26 11.02 Structure.

27 A. The Judicial Panel shall be composed of ~~four (4)~~ five (5) members and ~~four (4)~~ five
28 (5) alternates who shall be elected from the respective areas as follows:

- 29 1. One (1) member from Anchorage...UNCHANGED
- 30 2. One (1) member from Fairbanks...UNCHANGED
- 31 3. One (1) member from Juneau...UNCHANGED
- 32 4. One (1) member from Rural...UNCHANGED
- 33 5. One (1) member from the Bush are for a three year term with March 2009
34 being the reference point to determine election years.

35 **Amendment 08-102A (Constitutional Amendment No. 14)**

36 **Moved by Elizabeth Balstad (Juneau) and seconded to amend
37 11.02A.4. to read "Rural/Bush" and to strike 11.02A.5.**

38 **Amendment 08-102A passed, without objection.**
39

40 (Note of recorder: Amendment 08-102A does not address that the
41 remaining language be restored to conform to the amendment.)
42

43 **Main Motion 08-102 passed, as amended by Assembly by a voice vote.**

44 **Main Motion 08-103(Constitutional Amendment No. 15)**

1 **Committee Recommendation: adopt as published**

2
3 *Submitted by Lauri Medlin (Nome)*

4
5 **ARTICLE 12**
6 **COLLECTIVE BARGAINING**

7
8 **12.01 Collective Bargaining.**

9
10 In preparing for negotiations with the employer, a contract negotiating committee shall
11 be assembled to ascertain the interests and needs of the members and to develop the
12 bargaining unit's goals and objectives for negotiations.

13
14 **12.02 General Government Bargaining Unit.**

15
16 A. For the purpose of conducting negotiations with the State of Alaska, the union
17 shall be represented by a contract negotiating committee consisting of ~~six (6)~~seven
18 (7) ASEA/AFSCME Local 52 General Government Unit members.

19
20 B. All negotiators and alternates must be elected and seated at least six (6) months
21 prior to the end of the expiring contract.

22
23 C. The contract negotiating committee shall consist of members in good standing
24 elected from the following categories:

25
26 1. One negotiator and one alternate elected from the members in the
27 Northern Region,

28 2. One negotiator and one alternate elected from the members in the Central
29 Region,

30 3. One negotiator and one alternate elected from the members in the
31 Southeast Region,

32 4. One negotiator and one alternate elected from the members in the Rural
33 ~~Chapters~~Region,

34 5. One (1) negotiation and one (1) alternate elected from the members in the
35 Bush Region.

36 ~~56.~~ One negotiator and one alternate elected from Seasonal employees,

37 ~~67.~~ One negotiator and one alternate elected from Class I members.

38 **Amendment 08-103A (Constitutional Amendment No. 15)**

39 **Moved by Sue Layton (Anchorage) and seconded to amend 12.02.C.4**
40 **to read "Rural/Bush," striking the proposed 12.02.C.5.and to**
41 **restore 12.02.A. and original 12.02.C.5 & 6,**
42 **Amendment 08-103A failed by a voice vote.**

43
44 **Main Motion 08-103 passed, by a voice vote.**

45 **Main Motion 08-104(Constitutional Amendment No. 16)**

46 **Committee Recommendation: adopt as published**

1
2 Submitted by Lauri Medlin (Nome)

3
4 APPENDIX A
5 DEFINITIONS

6
7 Rural Region means members in all areas that are on the road system and not
8 included in the Northern Region, the Central Region, and the Southeast Region.
9 Including Mat-Su, Seward, Cook Inlet, Tok, Glennallen, Valdez, Kachemak Bay,
10 Delta/Buffalo and future new chapters established within the scope of the Rural
11 Region guidelines.

12
13 Bush Region means members in all areas that are not on the road system and not
14 included in the Northern Region, the Central Region, and the Southeast Region or the
15 Rural Region to include Ketchikan, Cordova, Petersburg, Sitka, Bethel, Dillingham,
16 Nome, Kodiak/Aleutians and future new chapters established within the scope for the
17 Bush Region guidelines.

18
19 The Bush Region will further not be defined in anyway associated with the National
20 Highway System to include the Marine Highway System.

21
22 The Bush Region is also defined as a region that cannot directly connect itself to the
23 urban areas by the road system and to travel to the urban areas must include travel
24 by aircraft, watercraft, and/or sled dog.

25
26 **Main Motion 08-104 passed, by a voice vote.**

27 **Main Motion 08-105(Constitutional Amendment No. 17)**

28 **Committee Recommendation: Do not adopt**

29
30 Submitted by Gordon Glaser (Anchorage)

31
32 Article 7.03 addition

33
34 No member serve concurrently on the State Executive Board and either the ASEA
35 Health Trust board or ASEA Legal Trust Board

36
37 **Main Motion 08-105 failed by a show of hands.**

38 **Main Motion 08-106(Constitutional Amendment No. 19)**

39 **Committee Recommendation: to adopt as published**

40
41 Submitted by Michelle Lisper (Juneau)

42
43 C. Internal Union Affairs: Members shall have the right to conduct the internal
44 affairs of the union free from employer ~~domination~~ interference.

45
46 **Main Motion 08-106 passed, without objection.**

1 **Main Motion 08-107(Constitutional Amendment No. 18)**

2 **Committee Recommendation: do not adopt**

3
4 *Submitted by Michelle Lisper (Juneau)*

5
6 Article 1.02 Bill of Rights for ASEA/AFSCME Local 52 Members.

7
8 [F. Accounting of Funds: Members shall have the right to a full and clear accounting](#)
9 [of all Union funds at all levels within 30 days of the written request to the Union](#)
10 [Business Office or Executive Board.](#)

11 [G. Such accounting shall include, but not be limited to, agency fee payors, members](#)
12 [in good standing, members in not good standing,](#) at least annual reports to the
13 membership by the appropriate fiscal officers and periodic audits by independent
14 auditors not otherwise connected with the union.

15 **Amendment 08-107A (Constitutional Amendment No. 18)**

16 **Moved by Karen Zubillaga (Midnight Sun) and seconded to amend**
17 **to read, following "members not in good standing", in the**
18 **second paragraph, add "who are making reasonable efforts to pay**
19 **dues arrearage"**

20 **Amendment 08-107A failed by a voice vote.**

21
22 **Main Motion 08-107 failed by a show of hands.**

23
24 (The Presiding Officer called for a 15-minute break at 9:30 a.m.,
25 resuming the record at 9:45 a.m.)

26 **Main Motion 08-108(Constitutional Amendment No. 20)**

27 **Committee Recommendation: do not adopt**

28
29 *Submitted by Michelle Lisper (Juneau)*

30
31 *Article 1.04 Principles*

32
33 [F. The Union shall ensure that all materials and information used or method of](#)
34 [dissemination during free and open debate are provided to all members equally](#)
35 [involved.](#)

36
37 **Main Motion 08-108 failed by voice vote.**

38 **Main Motion 08-109(Constitutional Amendment No. 21)**

39 **Committee Recommendation: do not adopt**

40
41 *Submitted by Michelle Lisper (Juneau)*

42
43 2.01 Name.

1 The official name of this organization shall be the Alaska State [& Local Government](#)
2 Employees Association, Inc.

3
4 **Main Motion 08-109 failed by voice vote.**

5 **Main Motion 08-110(Constitutional Amendment No. 22)**

6 **Committee Recommendation: do not adopt**

7
8 *Submitted by Michelle Lisper (Juneau)*

9
10 6.05 Convention Delegates.

11
12 A. Allocation.

13
14 [C. Delegates to the biennial convention must activity participation in the convention](#)
15 [process before and during the event as specified on the Delegates Declaration](#)
16 [form\(s\).](#)

17
18 **Main Motion 08-110 failed by voice vote.**

19 **Main Motion 08-111(Constitutional Amendment No. 24)**

20 **Committee Recommendation: do not adopt**

21
22 *Submitted by Pat Nault (Juneau) and sponsored by Michelle Lisper (Juneau)*

23
24 7.05.d (6)

25 [Notice that the following information will be included in the ballot materials mailed to](#)
26 [members: a list of the candidates current ASEA Local 52 union commitments,](#)
27 [including elected and appointed positions at the state and local chapter level as an](#)
28 [officer or a member of the executive board or member of the contract negotiating](#)
29 [committee; and a list of the candidate's current commitments to the ASEA Local 52](#)
30 [Health Benefits Trust or the ASEA Legal Trust, including elected or appointed](#)
31 [positions as an officer as well as assignments as a chair or member of a committee o](#)
32 [the board of trustees; and a record of the candidate's attendance during the calendar](#)
33 [year preceding the nomination period at scheduled meetings of the previously](#)
34 [mentioned entities with which the candidate is associated; and the total number of](#)
35 [hours of union release time and union business granted to the candidate during the](#)
36 [calendar year preceding the nomination period to carry out the responsibilities of the](#)
37 [positions described in this paragraph. The union office will be held responsible for](#)
38 [verifying this information prior to its inclusion in the ballot materials.](#)

39
40 **Subsidiary Motion 08-111A (Postpone to a time-certain)**

41 **Moved by Michelle Lisper (Juneau) and seconded to postpone**
42 **until the end of the Constitutional Amendment agenda.**

43 **Motion 08-111A passed, without objection to postpone**
44 **Constitutional Amendment No. 24 to follow Constitutional**
45 **Amendment No. 38**

1 **Main Motion 08-112(Constitutional Amendment No. 25)**

2 Committee Recommendation: do not adopt

3
4 Submitted by Michelle Lisper (Juneau)

5
6 7.05 e

7 The Union will provide a web forum (the ability to conduct a threaded discussion) with
8 Executive Board candidates. The forum will remain active from the close of
9 nominations to the end of the election. All posting will be archived for 3 years.

10 Subsidiary Motion 08-112A (Postpone to a time-certain)

11 Moved by Michelle Lisper (Juneau) and seconded to postpone
12 until the end of Constitutional Amendment agenda.

13 Motion 08-112A passed, with objection by a show of hands to
14 postpone Constitutional Amendment No. 25 to follow
15 Constitutional Amendment No. 24.

16 **Main Motion 08-113(Constitutional Amendment No. 26)**

17 Committee Recommendation: do not adopt

18
19 Submitted by Jacob Gemmell (Juneau)

20
21 8.03A The State Executive Board shall hire a business manager and formally
22 evaluate the business manager's performance a minimum of once a year. The
23 Executive Board shall be responsible for the performance of the Business Manager.
24

25 Main Motion 08-113 failed by voice vote.

26 **Main Motion 08-114(Constitutional Amendment No. 27)**

27 Committee Recommendation: do not adopt

28
29 Submitted by Jacob Gemmell (Juneau)

30
31 Article 9

32 A. The business manager shall serve at the discretion of the executive board or body
33 of the biennial convention when in session.
34

35 Main Motion 08-114 failed by a voice vote.

36 **Main Motion 08-115(Constitutional Amendment No. 28)**

37 Committee Recommendation: do not adopt

38
39 Submitted by Jacob Gemmell (Juneau)

40
41 12.02 (A) For the purpose of conducting negotiations with the State of Alaska, the
42 union shall be represented by a contract negotiating committee consisting of six (6)
43 ASEA/AFSCME Local 52 General Government Unit members. With the exception of

1 [the President, members of the ASEA State Executive Board are not eligible to serve](#)
2 [on the Contract Negotiating Committee.](#)

3
4 **Main Motion 08-115 failed by a voice vote.**

5 **Main Motion 08-116(Constitutional Amendment No. 29)**

6 **Committee Recommendation: do not adopt**

7
8 *Submitted by Jacob Gemmell (Juneau)*

9
10 [12.02 \(e\) Conduct of the committee](#)

11
12 [The elected negotiator and alternate negotiator shall fully participate in all committee](#)
13 [activities with the exception of actual negotiations and have an equal voice and vote](#)
14 [in all committee discussions and decisions.](#)

15
16 **Main Motion 08-116 failed by voice vote.**

17 **Main Motion 08-117(Constitutional Amendment No. 30)**

18 **Committee Recommendation: do not adopt**

19
20 *Submitted by Jacob Gemmell (Juneau)*

21
22 ~~12.03 (C) Solicit a professional negotiator and other appropriate assistance from~~
23 ~~AFSCME, in addition to legal assistance from ASEA/AFSCME Local 52 counsel, prior~~
24 ~~to commencing negotiations.~~

25
26 [Retain the services of a professional negotiator prior to the commencement of](#)
27 [negotiations. The negotiators shall not be a current employee of the business office or](#)
28 [AFSCME International.](#)

29
30 **Main Motion 08-117 failed by a voice vote.**

31 **Main Motion 08-118(Constitutional Amendment No. 33)**

32 **Committee Recommendation: do not adopt**

33
34 *Submitted by Michelle Lisper (Juneau)*

35
36 14.01 Delegates/Alternates.

37
38 [D. Delegates to the AFSCME biennial convention must activity participation in the](#)
39 [convention process before and during the event as specified on the Delegates](#)
40 [Declaration form.](#)

41
42 **Main Motion 08-118 failed by a voice vote.**

43 **Main Motion 08-119(Constitutional Amendment No. 34)**

1 **Committee Recommendation: do not adopt**

2
3 *Submitted by Christine Lee (Juneau)*

4
5 15.01 ~~Class I~~ Standing Committees.

6
7 [A Class I Standing Committee-](#)

8
9 Members represent a strike-ineligible class of state employees, the majority of whom
10 work in 24-hour facilities and deal with unique situations in their workplaces on a daily
11 basis. A Class I Standing Committee shall be established to assure that Class I
12 members have a forum through which to communicate their unique concerns to the
13 Union. The president of the State Executive Board, who shall be an ex-officio
14 member of the committee, shall appoint eight (8) Class I members from different
15 regions across the State of Alaska to serve as members of the committee. The
16 elected Class I state executive board member shall serve as chairperson of the
17 committee. The committee shall meet monthly unless the committee determines that
18 less frequent meetings are sufficient to carry out the functions of the committee.
19

20 **Main Motion 08-119 failed by a voice vote.**

21 **Main Motion 08-120 (Constitutional Amendment No. 35)**

22 **Committee Recommendation: do not adopt**

23
24 *Submitted by Michelle Lisper (Juneau)*

25
26 ARTICLE 15
27 APPOINTED COMMITTEES

28
29 15.01 ~~Class I~~ Standing Committee.

30
31 [C. Statewide Communication Committee](#)

32 [Statewide communication committee shall consist of seven members total: only one](#)
33 [member from the Statewide Executive Board, one member from Northern region,](#)
34 [Central Region, Southeast Region, and three from the Rural region as defined in](#)
35 [Article 7.02B.](#)

36
37 [1. The statewide executive board member shall be appointed by the President of the](#)
38 [Union, and all other members of the committee will be elected by the ASEA/AFSCME](#)
39 [Local 52 members.](#)

40 [2. Committee members will each serve a 3-year term. The committee will be fully](#)
41 [seated by September 2009. Three members \(Executive Board Member, one rural](#)
42 [member, Northern region member\) will serve for 1-year, with re-election taking place](#)
43 [in September 2010. Two members \(Southeastern Region and one Rural Member\)](#)
44 [will serve for 2-years with reelection to be held in 2011, and 2 members \(Central](#)
45 [region and on Rural Region\) will serve for three years with re-election to be held in](#)
46 [2012. Thereafter elections will be held yearly for each member whose terms of office](#)
47 [expires.](#)

- 1 3. [The Committee will elect a committee chair that will be responsible for reporting to](#)
2 [the Executive Board and ASEA/AFSCME Local 52 membership.](#)
3 4. [The Committee duties are as follows:](#)
4 a. [Review and provide proactive guidance for the design and development and](#)
5 [use of the Union Website.](#)
6 b. [Develop and implement orientation materials for new members.](#)
7 c. [Develop and disseminate training materials for delegates 120 days prior to the](#)
8 [Local biennial convention.](#)
9 d. [Review and provide guidance for the ASEA/AFSCME Local 52 Newsletter.](#)

10
11 **Main Motion 08-120 failed by voice vote.**

12 **Main Motion 08-121(Constitutional Amendment No. 36)**

13 **Committee Recommendation: do not adopt**

14
15 *Submitted by Michelle Lisper (Juneau)*

16
17 *Appendix A*

18
19 [I. Mail—represents the transmission of information or materials by means of postal](#)
20 [system or transmission by electronic source \(hence email\). This does not include by](#)
21 [means of facsimile.](#)
22

23 **The Chair ruled Main Motion 08-121 failed by a show of hands**

24 **Incidental Motion 08-121.1 (Division of the House)**

25 **A Division of the House was requested by a rising vote of more**
26 **than one-fourth of the Assembly.**

27 **Motion 08-121.1, the ruling of the Chair is upheld 31:37.**

28
29 **Main Motion 08-121 failed by a rising vote.**

30 **Main Motion 08-122(Constitutional Amendment No. 38)**

31 **Committee Recommendation: do not adopt**

32
33 *Submitted by Eileen Olson – Sponsored by Gordon Glaser*

34
35 6.03

36 The convention shall meet at such time, place and date as shall be determined by the
37 State executive Board, provided, however, that the convention shall be held only
38 during the months of February or March, [and shall be held during the standard](#)
39 [business week, and not during the weekend days.](#) The convention shall be held in
40 every even-numbered year.

41
42 **Main Motion 08-122 failed by voice vote.**

43 **Main Motion 08-111(Constitutional Amendment No. 24-Continued)**

1 **Committee Recommendation: do not adopt**

2
3 *Submitted by Pat Nault (Juneau) and sponsored by Michelle Lisper (Juneau)*

4
5 7.05.d (6)

6 [Notice that the following information will be included in the ballot materials mailed to](#)
7 [members: a list of the candidates current ASEA Local 52 union commitments,](#)
8 [including elected and appointed positions at the state and local chapter level as an](#)
9 [officer or a member of the executive board or member of the contract negotiating](#)
10 [committee: and a list of the candidate's current commitments to the ASEA Local 52](#)
11 [Health Benefits Trust or the ASEA Legal Trust, including elected or appointed](#)
12 [positions as an officer as well as assignments as a chair or member of a committee o](#)
13 [the board of trustees; and a record of the candidate's attendance during the calendar](#)
14 [year preceding the nomination period at scheduled meetings of the previously](#)
15 [mentioned entities with which the candidate is associated; and the total number of](#)
16 [hours of union release time and union business granted to the candidate during the](#)
17 [calendar year preceding the nomination period to carry out the responsibilities of the](#)
18 [positions described in this paragraph. The union office will be held responsible for](#)
19 [verifying this information prior to its inclusion in the ballot materials.](#)

20 **Amendment 08-111B (Constitutional Amendment No.24)**

21 **Moved by Michelle Lisper (Juneau) and seconded to amend in the**
22 **first line following 'information,' "will be provided by the**
23 **nominee and verified by the elections committee."**

24 **Amendment 08-111B is withdrawn by the makers of the motion,**
25 **without objection.**

26
27 **Amendment 08-111C (Constitutional Amendment No. 24)**

28 **Moved by Elizabeth Balstad (Juneau) and seconded to amend by**
29 **striking the last sentence.**

30 **Amendment 08-111C passed, by a voice vote.**

31
32 **Main Motion 08-111 failed by voice vote.**

33 **Main Motion 08-112(Constitutional Amendment No. 25 - Continued)**

34 **Committee Recommendation: do not adopt**

35
36 *Submitted by Michelle Lisper (Juneau)*

37
38 [7.05 e](#)

39 [The Union will provide a web forum \(the ability to conduct a threaded discussion\) with](#)
40 [Executive Board candidates. The forum will remain active from the close of](#)
41 [nominations to the end of the election. All posting will be archived for 3 years.](#)

42
43 **Main Motion 08-112 failed by a show of hands.**

44
45 **//end of Constitutional Amendments Report**

1
2 (The Presiding Officer called for a 15-minute break at 11:15 a.m.,
3 resuming the record at 11:30 a.m.)

4 **REPORT OF THE RESOLUTIONS COMMITTEE**

5 Resolutions Nos. 1-20 were submitted within the timelines to only
6 require a majority vote to pass. Resolutions numbered 21 and higher
7 will require a two-thirds vote to pass.

8 **Main Motion 08-123(Resolution No. 34A)**

9 **Committee Recommendation: to adopt as published**

10
11 *Submitted by Legislative Committee*

12
13 THEREFORE BE IT RESOLVED: ASEA/AFSCME Local 52 continues to dedicate our
14 resources to reverse SB141 and return to a defined benefit system.

15
16 Without objection, Sue Layton (Anchorage) called for
17 unanimous consent.

18
19 **Main Motion 08-123 passed, with general consensus of the Assembly**

20 **Main Motion 08-124(Resolution No. 1)**

21 **Committee Recommendation: to adopt as published**

22
23 *Submitted by Stephen Wright (Juneau)*

24
25 THEREFORE, BE IT RESOLVED: The ASEA Statewide Executive Board is directed
26 to prepare a plan within the next 210 days to be implemented over the next three
27 years, toward achieving a superior contract in the next round of negotiations,
28 beginning in 2009; and,

29 BE IT FURTHER RESOLVED: The ingredients of the plan should include a timeline
30 and benchmarks of progress and success to address issues including:

31 ** Political organizing,

32 ** Worksite meetings,

33 ** Member communication and education, including reactivation of the BAT structure
34 and organizing rallies and informational leafleting, and

35 ** Strike preparedness, including enhancing the strike fund.

36
37 This Resolution, to require preparation for achieving a superior contract in 2010.

38
39 Without objection, Val Kenny (Anchorage) called for
40 unanimous consent.

41
42 **Main Motion 08-124 passed, with general consensus of the**
43 **Assembly.**

1 **Main Motion 08-125(Resolution No. 2)**

2 **Committee Recommendation: to adopt as published**

3
4 *Submitted by Stephen Wright (Juneau)*

5
6 THEREFORE, BE IT RESOLVED: The ASEA Statewide Executive Board is directed
7 to prepare a plan within the next 210 days, to be implemented over the next three
8 years, to pursue incorporation of the above components in the State's recruiting and
9 retention policies; and,

10 BE IT FURTHER RESOLVED: The ASEA Statewide Executive Board's plan shall
11 include a timeline and benchmarks of progress and success to address issues
12 including:

- 13
- 14 ▪ Political organizing.
 - 15 ▪ Introducing and supporting legislation as required.
 - 16 ▪ Regular worksite meetings
 - 17 ▪ Member communication and education, including reactivation of the BAT structure
18 and organizing rallies and informational leafleting.
 - 19 ▪ Strike preparedness, including enhancing the strike fund.

20 This Resolution, to assist the State of Alaska in recruiting and retaining qualified State
21 employees.

22
23 Without objection, Ernie Thomas (Anchorage) called for
24 unanimous consent.

25
26 **Main Motion 08-125 passed, with general consensus of the**
27 **Assembly.**

28 **Main Motion 08-126(Resolution No. 4A)**

29 **Committee Recommendation: to adopt as amended by Committee**

30
31 *Submitted by Stephen Wright (Juneau)*

32 THEREFORE, BE IT RESOLVED: The union shall support the wellness and health
33 promotion efforts of the Heath Trust; and

34 THEREFORE, BE IT FURTHER RESOLVED: The union shall encourage members to
35 obtain physical exams and participate in wellness programs offered through the Trust
36 [or any wellness program](#).

37
38 Without objection, Ernie Thomas (Anchorage) called for
39 unanimous consent.

40
41 **Main Motion 08-126 passed, with general consensus of the**
42 **Assembly.**

43 **Main Motion 08-127(Resolution No. 5)**

44 **Committee Recommendation: to adopt as published**

1 *Submitted by Stephen Wright (Juneau)*

2
3 THEREFORE, BE IT RESOLVED: The union shall attempt to negotiate the transfer of
4 the supplemental benefits programs providing life insurance, survivor benefits,
5 accidental death & dismemberment, short-term disability, long-term disability and
6 dependent care spending account benefits from the State of Alaska to the Health
7 Trust, so that those benefits would no longer be offered to ASEA members through
8 the State and would be offered to eligible ASEA members through the Health Trust.
9

10 **Main Motion 08-127 failed by a show of hands.**

11 **(NOTE OF RECORD: See reconsideration of Resolution No. 5)**

12
13 (The Presiding Officer called for a time-certain lunch break at
14 12:00 p.m., resuming the record at 1:00 p.m.)

15 **Main Motion 08-128(Resolution No. 5 - Reconsideration)**

16 **Moved by Tom Zalewski (Mat-Su) and seconded to reconsider Resolution**
17 **No. 5.**

18
19 The Chair ruled that Main Motion 08-128 passed, by a show of
20 hands.

21 **Incidental Motion 08-128.1 (Division of the House)**

22 **Moved by Ernie Thomas (Anchorage) for a division of the house.**
23 **Motion 08-128.1 was not considered due to a lack of one-fourth**
24 **of the Assembly in support.**

25
26 **Main Motion 08-128 passed, for reconsideration.**

27 **Subsidiary Motion 08-128A (Lay on the Table)**

28 **Moved by Elizabeth Balstad (Juneau) and seconded to lay**
29 **Resolution No. 5 on the table, to be heard at the end of the**
30 **Resolutions report**
31 **Motion 08-128A passed, by a show of hands.**

32 **Main Motion 08-129(Resolution No. 7)**

33 **Committee Recommendation: to adopt as published**

34
35 *Submitted by Jerry Soplanda (Midnight Sun Chapter)*

36
37 THEREFORE, BE IT RESOLVED: ASEA is hereby commended for its efforts to
38 protect ASEA member privacy, and is directed to continue its policy of not releasing
39 to individuals or chapters ASEA members' email or other contact information,
40 including their home mailing addresses.

41
42 **Main Motion 08-129 passed, by a voice vote.**

1 **Main Motion 08-130(Resolution No. 8)**

2 **Committee Recommendation: to adopt as published**

3
4 *Submitted by Jerry Soplada (Midnight Sun)*

5
6 THEREFORE, BE IT RESOLVED: ASEA shall continue its policy of non-interference
7 in Health and Legal Trust operations; and,
8 BE IT FURTHER RESOLVED, ASEA shall continue to encourage its members to
9 concurrently run for Executive Board and Health Trust or Legal Trust Board positions.

10 **Incidental Motion 08-130.1 (Division of the Question)**

11 **Moved by Jacob Gemmell (Juneau), seconded, to divide the**
12 **question by making the first resolve Resolution 8 and the**
13 **second resolve to become Resolution 8A.**

14 **Motion 08-130.1 passed, without objection.**

15
16 With objection, Bryan Evans (Anchorage) called for Unanimous
17 consent of the Assembly for the newly divided Resolution No. 8.

18
19 **Main Motion 08-130 as divided passed, by a voice vote.**

20 **Main Motion 08-131(Resolution No. 8A)**

21 **Committee Recommendation: to adopt as published**

22
23 *Submitted by Jerry Soplada (Midnight Sun) – question divided by Assembly*

24
25 BE IT FURTHER RESOLVED, ASEA shall continue to encourage its members to
26 concurrently run for Executive Board and Health Trust or Legal Trust Board positions.

27 **Amendment 08-131A (Resolution No. 8A)**

28 **Moved by Lauri Medlin (Nome) and seconded to amend by striking**
29 **the word "concurrently."**

30 **Amendment 08-131A passed, without objection.**

31
32 **Main Motion 08-131 passed, by a voice vote.**

33 **Main Motion 08-132(Remove from table - Resolution No. 5)**

34 **Moved by Cindy Calzada (Anchorage) and seconded to remove Resolution**
35 **No. 5 to be heard next.**

36
37 **Main Motion 08-132 passed, without objection.**

38 **Main Motion 08-128(Resolution No. 5 - Reconsideration Continued)**

39 **Committee Recommendation: to adopt as published**

40
41 *Submitted by Stephen Wright (Juneau)*

1
2 THEREFORE, BE IT RESOLVED: The union shall attempt to negotiate the transfer of
3 the supplemental benefits programs providing life insurance, survivor benefits,
4 accidental death & dismemberment, short-term disability, long-term disability and
5 dependent care spending account benefits from the State of Alaska to the Health
6 Trust, so that those benefits would no longer be offered to ASEA members through
7 the State and would be offered to eligible ASEA members through the Health Trust.

8 **Amendment 08-128B (Resolution No. 5)**

9 Moved by Tom Zalewski (Mat-Su) and seconded to amend by
10 striking "shall attempt to negotiate" in the first sentence and
11 replace with "investigate the merits and potential of"; and,
12 add the "The Union shall report the outcome of the
13 investigation to the members before any implementation."
14 Amendment 08-128B passed, by a voice vote.

15
16 Main Motion 08-128 as amended passed, by a show of hands.

17 **Main Motion 08-133(Resolution No. 9A)**

18 Committee Recommendation: to adopt as amended by Committee

19
20 *Submitted by Jerry Soplada (Midnight Sun)*

21
22 THEREFORE, BE IT RESOLVED, ASEA leaders, with staff assistance shall actively
23 identify, recruit, and train members to take increasingly responsible positions
24 throughout the union.

25 **Amendment 08-133A (Resolution No. 9A)**

26 Moved by Nadine Lefebvre (Juneau) and seconded to amend by
27 adding "all interested" following the word "train."
28 Amendment 08-133A passed, by a voice vote.

29
30 Main Motion 08-133 passed, by a voice vote

31 **Main Motion 08-134(Resolution No. 12A)**

32 Committee Recommendation: to adopt as amended by Committee

33
34 *Submitted by Michael Williams (Anchorage)*

35
36 THEREFORE, BE IT RESOLVED: ASEA shall aggressively actively encourage its
37 members to join and actively participate in the PEOPLE program; and,
38 BE IT FURTHER RESOLVED: ASEA shall work to reach the goal of "Super Achiever"
39 status by the 2010 AFSCME International Convention.

40
41 Without objection, Ernie Thomas (Anchorage) called for
42 unanimous consent.

1
2 **Main Motion 08-134 passed, with general consensus of the**
3 **Assembly.**

4 **Main Motion 08-135(Resolution No. 13)**

5 **Committee Recommendation: to adopt as published**

6
7 *Submitted by Yvonne Jacobson (Anchorage)*

8
9 THEREFORE, BE IT RESOLVED, the 12th ASEA Biennial Convention hereby
10 commends the ASEA Statewide Executive Board for its leadership demonstrated in
11 seeking to bring discipline to the collective bargaining process and to obtain restitution
12 from those members who undermined the process by participating with ACOA in the
13 decertification efforts against ASEA.

14
15
16 **Main Motion 08-135 failed by a voice vote.**

17 **Main Motion 08-136(Resolution No. 19)**

18 **Committee Recommendation: do not adopt**

19
20 *Submitted by Kathy Atkinson and sponsored by Bryan Evans (Anchorage)*

21
22 BE IT RESOLVED, the State E-Board be directed into entering with a
23 discussion and agreement to either 1) update the elections protocol to reflect
24 current communications technology, and allow sending the "Call for
25 Nominations" for both the Chapter Executive Board elections and the Biennial
26 Convention by e-mail to members; utilizing written, stamped mail announcing
27 the "Call for Nominations" only for GGU members without e-mail addresses; or
28 2) to waive the requirement for printed notices sent through the U.S. Postal
29 Service, for small elections such as these. State E-Board elections may still
30 be conducted by mail.

31 **Amendment 08-136A (Resolution No. 19)**

32 **Moved by Bryan Evans (Anchorage) and seconded to amend by**
33 **adding "with AFSCME" to follow "discussions" in the second line**
34 **of resolve.**

35 **Amendment 08-136A passed, without objection.**

36
37 Without objection, Bryan Evans (Anchorage) called for
38 unanimous consent of Resolution No. 19 as amended.

39
40 **Main Motion 08-136 as amended passed, with general consensus of**
41 **the Assembly.**

42 **Priviledged Motion 08-137(Orders of the Day)**

1 Robert Powers (Anchorage) called for the Orders of the Day in
2 regards to the Passport Program drawing that was scheduled to occur
3 after the lunch break.

4 Winners of the grand prize drawings of two (2) 20,000 Alaska
5 Air miles is Lauri Medlin (Nome) and Jerry Farrington (Cook Inlet).

6 Other door prizes were raffled with the winners as follows:
7 Christine Lee (Juneau), Justine Bishop (Juneau), Ben Shier (Juneau),
8 Mary Hailstone (Sitka), L. Frank Dutton (Midnight Sun), and Michael
9 Williams (Anchorage).

10
11 (The Presiding Officer called for a 10-minute break at 2:20 p.m.,
12 resuming the record at 2:30 p.m.)

13
14 (Note of Record: The Presiding officer passed the gavel to
15 Secretary Michael Williams to temporarily Chair the meeting.)

16 **Main Motion 08-138(Resolution No. 27)**

17 **Committee Recommendation: do not adopt**

18
19 *Submitted by Class I Committee*

20
21 THEREFORE BE IT RESOLVED: That the Contract Negotiating Committee will
22 prepare for, and conduct, negotiations for the next collective bargaining agreement so
23 as to provide hazard pay for Class I Employees.

24
25 Without objection, Ernie Thomas (Anchorage) called for
26 unanimous consent to adopt as published.

27
28 **Main Motion 08-138 passed, with general consensus of the**
29 **Assembly.**

30 **Main Motion 08-139(Resolution No. 21A)**

31 **Committee Recommendation: to adopt as amended by Committee**

32
33 *Submitted by Rural Committee*

34
35 THEREFORE, BE IT RESOLVED the ASEA 12th Biennial Convention recommends
36 the ASEA Executive Board establish a policy and procedure recognizing a [Chapter](#)
37 [President's Council](#). ~~standing committee, with sufficient funding to allow~~ the Chapter
38 Presidents ~~to will~~ continue to meeting telephonically on a monthly basis, and face-to-
39 face at least once per year.

40
41 Without objection, Bryan Evans (Anchorage) called for
42 unanimous consent.

1 Main Motion 08-139 passed, with general consensus of the
2 Assembly.

3 Main Motion 08-140(Resolution No. 23A)

4 Committee Recommendation: to adopt as amended by Committee

5

6 Submitted by Rural Committee

7

8 THEREFORE, BE IT RESOLVED: The ASEA 12th Biennial Convention recommends
9 the ASEA/[AFSCME Local 52](#) Health ~~Care Trustees~~ [Benefits Trust](#) research an
10 affordable alternative to our present COBRA options.

11

12 Without objection, Ernie Thomas (Anchorage) called for
13 unanimous consent.

14

15 Main Motion 08-140 passed, with general consensus of the
16 Assembly.

17 Main Motion 08-141(Resolution No. 28A)

18 Committee Recommendation: to adopt as amended by Committee

19

20 Submitted by Women's Committee

21

22 THEREFORE BE IT RESOLVED, The ASEA Women's Issues Committee requests
23 the State Executive Board to direct the ASEA Business Manager to work with ASEA
24 Health Trust and community-based organizations to establish short term residential
25 facilities such as Ronal McDonald Houses in Anchorage and Fairbanks, and

26

27 THEREFORE BE IT FURTHER RESOLVED, The ASEA Women's Issues Committee
28 requests the ASEA Health Trust to ~~initiate explore action to~~ [contracting](#) with hotels
29 and ~~or~~ [or](#) residential accomodations near ~~the~~ medical facilities at a reduced rate.

30

31 Without objection, Robert Powers (Anchorage) called for
32 unanimous consent.

33

34 Main Motion 08-141 passed, with general consensus of the
35 Assembly.

36 Main Motion 08-142(Resolution No. 29A)

37 Committee Recommendation: to adopt as amended by Committee

38

39 Submitted by Women's Committee

40

41 THEREFORE BE IT RESOLVED, ~~The ASEA Women's Issues Committee requests~~
42 ~~the ASEA Business Agents and Shop Stewards to~~ [encourages](#) the State of Alaska
43 Department of Administration Division of Personnel to resume presenting these
44 workshops.

1
2 Without objection, Vicky McDonnell (Anchorage) called for
3 unanimous consent.

4
5 **Main Motion 08-142 passed, with general consensus of the**
6 **Assembly.**

7 **Main Motion 08-143(Resolution No. 30A)**

8 **Committee Recommendation: to adopt as amended by Committee**

9
10 *Submitted by Women's Committee*

11
12 THEREFORE BE IT RESOLVED, ASEA Executive Board and ASEA PAC **endorse**
13 **pending-supports continuing efforts for** childcare legislation such as HB266 that would
14 positively impact ASEA members and all state employees.

15
16 Without objection, Elizabeth Balstad (Juneau) called for
17 unanimous consent.

18
19 **Main Motion 08-143 passed, with general consensus of the**
20 **Assembly.**

21 **Main Motion 08-144(Resolution No. 36)**

22 **Committee Recommendation: to adopt as published**

23
24 *Submitted by Rural Committee*

25
26 THEREFORE BE IT RESOLVED by the ASEA 12th Biennial Convention that
27 everything possible be done that the Alaska Legislature address a cost of living study
28 in all Alaska election districts; and,
29 BE IT FURTHER RESOLVED by the ASEA 12th Biennial Convention that the Alaska
30 State Employees Association/AFSCME Local 52 that ASEA make every effort to
31 assure that a study developed which is crafted fairly to reflect the cost of necessary
32 goods and services in Alaska communities; and,
33 BE IT FURTHER RESOLVED by the ASEA 12th Biennial Convention that ASEA calls
34 upon the Alaska State Legislature and Governor to appropriate funds to produce and
35 implement the results of a new cost of living survey within the state to determine the
36 true and fair cost differentials in Alaska required by AS 39.27.030.

37
38 **Main Motion 08-144 passed, by a voice vote of more than two-**
39 **thirds of the Assembly.**

40 **Main Motion 08-145(Resolution No. 3A)**

41 **Committee Recommendation: to adopt as amended by Committee**

42
43 *Submitted by Stephen Wright (Juneau)*
44

1 THEREFORE, BE IT RESOLVED: The ~~union-~~ State Executive Board shall ~~explore~~
2 develop and implement ways to improve outreach to new State of Alaska employees
3 who are members of the General Government Unit in order to promote the interests of
4 the union and ensure participants are timely enrolled in health benefits.
5

6 **Main Motion 08-145 passed, by a voice vote.**

7 **Main Motion 08-146(Resolution No. 10A)**

8 **Committee Recommendation: to adopt as amended by Committee**

9
10 *Submitted by Jerry Soplada (Midnight Sun)*

11
12 THEREFORE BE IT RESOLVED: The ASEA Health and Legal Trusts are hereby
13 commended for their discretion to share essential information, while also protecting
14 sensitive and proprietary information; and,
15 BE IT FURTHER RESOLVED: The ASEA Executive Board, President and
16 subordinate bodies are directed, encouraged to support the Trusts' current level of
17 communication and information disclosure.

18 **Amendment 08-146A (Resolution No. 10A)**

19 **Moved by Shawn Alexander (Midnight Sun) and seconded to**
20 **amend by striking the first resolve.**

21 **Amendment 08-146A passed, without objection.**

22
23 **Main Motion 08-146 as amended failed by a voice vote.**

24
25 (Note of Record: The gavel is returned to the Presiding Officer,
26 President Fred Brown.)

27 **Main Motion 08-147(Resolution No. 11A)**

28 **Committee Recommendation: to adopt as amended by Committee**

29
30 *Submitted by Jerry Soplada (Midnight Sun)*

31
32 THEREFORE, BE IT RESOLVED: The ASEA Health Trust is hereby commended for
33 its efforts to achieve cost savings, including through its participation and leadership
34 role in the HCCMCA Coalition, such as to be able to return savings to ASEA members
35 in the form of lower out-of-pocket costs, ~~and,~~
36 ~~BE IT FURTHER RESOLVED: The ASEA Executive Board, President and subordinate~~
37 ~~bodies are directed encouraged to support the ASEA Health Trust's efforts to control~~
38 ~~costs, including through its participation in the HCCMCA Coalition.~~
39

40 **Main Motion 08-147 failed by a voice vote.**

41 **Main Motion 08-148(Resolution No. 31A)**

42 **Committee Recommendation: to adopt as amended by Committee**

1 *Submitted by Women's Committee*

2
3 BE IT RESOLVED: ~~The ASEA Women's Issues Committee~~ that ASEA Executive
4 Board requests AFSCME to bring their training to Alaska before the 2008 Presidential
5 election.
6

7 Without objection, Vicky McDonnell (Anchorage) called for
8 unanimous consent.
9

10 **Main Motion 08-148 passed, with general consensus of the**
11 **Assembly.**

12 **Main Motion 08-149(Resolution No. 32)**

13 **Committee Recommendation: to adopt as published**

14
15 *Submitted by Women's Committee*

16
17 Be it therefore resolved: The ASEA Women's Issues Committee requests the
18 Executive Board and the Chief Stewards Committee to formulate an outreach plan to
19 have chapter stewards welcome new hires into GGU to promote union interests and
20 to ensure employee participation is timely.
21

22 Without objection, Ernie Thomas (Anchorage) called for
23 unanimous consent.
24

25 **Main Motion 08-149 passed, with general consensus of the**
26 **Assembly.**

27 **Main Motion 08-150(Resolution No. 34B)**

28 **Committee Recommendation: to adopt as published**

29
30 *Submitted by Legislative Committee*

31
32 Therefore be it resolved that passing the Employee Free Choice Act is a top priority of
33 ASEA/AFSCME Local 52 so that workers have the freedom to form unions for a better
34 life.

35 Therefore be it further resolved that the delegates of the ASEA/AFSCME Local 52
36 Convention encourage the Federal Congress to pass legislation to adopt the
37 Employees Free Choice Act.
38

39 Without objection, Bryan Evans (Anchorage) called for
40 unanimous consent.
41

42 **Main Motion 08-150 passed, with general consensus of the**
43 **Assembly.**

44 **Main Motion 08-151(Resolution No. 34C)**

1 **Committee Recommendation: to adopt as published**

2
3 *Submitted by Legislative Committee*

4
5 THEREFORE, BE IT RESOLVED that we encourage the members of ASEA/AFSCME
6 Local 52 to get involved in the political process through the PAL (Political Action
7 Liaison), MAP (Member Advancement Program), and PEOPLE (Public Employees
8 Organized to Promote Legislative Equality) program.

9
10 Without objection, Yvonne Jacobson (Anchorage) called for
11 unanimous consent.

12
13 **Main Motion 08-151 passed, with general consensus of the**
14 **Assembly.**

15 **Main Motion 08-152(Resolution No. 34D)**

16 **Committee Recommendation: to adopt as published**

17
18 *Submitted by Legislative Committee*

19
20 THEREFORE, BE IT RESOLVED that ASEA/AFSCME Local 52 highly recommend
21 that the Alaska Congressional delegation join the effort to repeal the Government
22 Pension Offset and Windfall Elimination Provisions.

23
24 AND BE IT FURTHER RESOLVED THAT ASEA/AFSCME Local 52 highly
25 recommend that the Alaska State Legislature pass a resolution in support of Alaska's
26 PERS & TERS employees who are impacted by Government Pension offset and
27 Windfall Elimination Provisions.

28
29 Without objection, Robert Powers (Anchorage) called for
30 unanimous consent.

31
32 **Main Motion 08-152 passed, with general consensus of the**
33 **Assembly.**

34 **Main Motion 08-153(Resolution No. 34E)**

35 **Committee Recommendation: to adopt as published**

36
37 *Submitted by Legislative Committee*

38
39 THEREFORE BE IT RESOLVED that ASEA/AFSCME Local 52 will oppose any
40 attempts to privatize government services.

41
42 Without objection, Cindy Calzada (Anchorage) called for
43 unanimous consent.

1 Main Motion 08-153 passed, with general consensus of the
2 Assembly.

3 Main Motion 08-154(Resolution No. 20)

4 Committee Recommendation: do not adopt

5

6 Submitted by Gordon Glaser (Anchorage)

7

8 BE IT RESOLVED that ASEA provide full solidarity and all legal support to the
9 Supervisors Union's (SU) efforts to secure a fair and just contract

10 BE IT FURTHER RESOLVED that ASEA will inform all ASEA members of their duty
11 and their rights not to replace SU work in the event SU going on strike.

12 Amendment 08-154A (Resolution No. 20)

13 Moved by Karen Zubillaga (Midnight Sun) and seconded to amend
14 by striking "all legal."

15 Amendment 08-154A passed, without objection.

16

17 Main Motion 08-154 as amended passed, by a voice vote.

18 Main Motion 08-155(Resolution No. 6)

19 Committee Recommendation: do not adopt

20

21 Submitted by Stephen Wright (Juneau)

22

23 THEREFORE, BE IT RESOLVED: ASEA shall contact AFSCME International for the
24 purpose of obtaining assistance with sensitivity and respectful communications
25 training for both members and staff, in order to help them improve the quality and
26 success of their mutual interaction and communication efforts; and,

27

28 BE IT FURTHER RESOLVED: ASEA shall consistently include training in proactive
29 and respectful communications as an integral component of its educational sessions
30 over the next two years.

31 Amendment 08-155A (Resolution No. 6)

32 Moved by Bryan Evans (Anchorage) and seconded to amend by
33 removing the first resolve.

34 Amendment 08-155A passed, without objection.

35

36 Main Motion 08-155 as amended passed, by a voice vote.

37 Main Motion 08-156(Resolution No. 14)

38 Committee Recommendation: do not adopt

39

40 Submitted by Jacob Gemmell (Juneau)

41

1 THEREFORE BE IT RESOLVED THAT: The union business office will maintain web
2 forums for the membership. There should be topical forums, as well as forums for
3 general discussion. The acceptable use policy should be constructed in such a way
4 as to not limit political discourse about internal union politics including active
5 campaigns, or politics in general.

6 **Amendment 08-156A (Resolution No. 14)**

7 **Moved by Bryan Evans (Anchorage) and seconded to amend to**
8 **strike the last sentence of the resolve.**

9 **Amendment 08-156A passed, by a voice vote.**

10 **Amendment 08-156B (Resolution No. 14)**

11 **Moved by Jacob Gemmell (Juneau) and seconded to amend by adding**
12 **at the end: "the acceptable use policy should be constructed in**
13 **such a way as it is consistent with Article 1.02.B of the ASEA**
14 **Constitution."**

15 **Amendment 08-156B passed, without objection.**

16
17 **Main Motion 08-156 as amended failed by a rising vote.**

18 **Main Motion 08-157(Resolution No. 15)**

19 **Committee Recommendation: do not adopt**

20
21 *Submitted by Jacob Gemmell (Juneau)*

22
23 THEREFORE BE IT RESOLVED: The union business office shall implement
24 mechanisms to allow for electronic submission of forms and documents, including
25 nominations for office, information requests, and documents related convention
26 activities. These methods may include but are not limited to email and web forms.
27 Authentications procedures should be reasonable, consistent with the ability to file the
28 documents electronically and remotely, and approved by the Executive Board. This
29 should be implemented in time for nominations for the next election of Executive
30 Board officers in March 2009. These mechanisms should be made available to the
31 Chapters for their elections as well.

32
33 **Main Motion 08-157 failed by a voice vote.**

34 **Main Motion 08-158(Resolution No. 16)**

35 **Committee Recommendation: do not adopt**

36
37 *Submitted by Christine Lee (Juneau)*

38
39 THEREFORE, BE IT RESOLVED: The Contract Negotiations Committee and the
40 Statewide Executive Board will prepare for, and conduct, negotiations for the new
41 collective bargaining agreement in a manner that anticipates interest arbitration for
42 Class 1 employees.

1 Amendment 08-156A (Resolution No. 14)

2 Moved by Shawn Alexander (Midnight Sun) and seconded to amend
3 by striking "Statewide Executive Board" and "in a manner"; and,
4 change "anticipates" to "strongly considers".

5 Amendment 08-156A passed, without objection.

6
7 Main Motion 08-158 as amended passed, by a voice vote.

8 Main Motion 08-159(Resolution No. 17)

9 Committee Recommendation: do not adopt

10
11 Submitted by Gordon Glaser (Anchorage)

12
13 THEREFORE BE IT RESOLVED, that ASEA/AFSCME encourages all GGU members
14 who are not seeking actively to disaffiliate to return to ASEA/AFSCME.

15 FURTHER BE IT RESOLVED, that no union funds be expended seeking out and
16 sanctioning those GGU members who are not actively seeking to disaffiliate.

17
18 Main Motion 08-159 failed by a voice vote.

19
20 The ASEA staff Convention Planning Committee which consisted of
21 MaryAnn Ganacias, Skye McRoberts, Jackie Schulze, Melanie Harris,
22 Sharon Dart, Kathy Pruitt and Reber Stein was recognized by the
23 Assembly and were given kudos from the Presiding Officer.

24 Main Motion 08-160(Resolution No. 18)

25 Committee Recommendation: do not adopt

26
27 Submitted by Kathy Atkinson (Anchorage) and sponsored by Bryan Evans (Anchorage)

28
29 BE IT RESOLVED, the State E-Board be directed into entering with a discussion and
30 agreement to either 1) update the elections protocol to reflect current communications
31 technology, and allow online voting for both the Chapter Executive Board elections
32 and the election to the statewide Biennial Convention; utilizing written, stamped
33 ballots only for GGU members without e-mail addresses that don't have access to a
34 computer; or 2) to waive the requirement for printed elections materials and ballots be
35 sent through the U.S. Postal Service, for small elections such as these. State E-
36 Board elections may still be conducted by U.S. mail in the regular fashion.

37
38 Main Motion 08-160 failed by a voice vote.

39 Main Motion 08-161(Resolution No.22)

40 Committee Recommendation: no recommendation

41
42 Submitted by Rural Committee

1 THEREFORE BE IT RESOLVED: the ASEA 12th Biennial Convention recommends
2 the ASEA Executive Board re-define the composition of the existing Rural Advisory
3 Committee to reflect a configuration of four members from bush chapters and four
4 members of rural chapters (not to exceed one member per chapter). Also included in
5 the committee would be the Rural Health Trust Representative and the Rural
6 Representative of the Statewide Executive Board (as non-voting members).

7 **Subsidiary Motion 08-161A (To Refer)**

8 **Moved by Michael Williams (Anchorage) and seconded to refer**
9 **Resolution No. 22 to the State Executive Board.**

10 **Motion 08-161A passed, without objection; Resolution No. 22**
11 **will be referred to the State Executive Board.**

12 **Main Motion 08-162(Resolution No.24)**

13 **Committee Recommendation: do not adopt**

14
15 *Submitted by Class I Committee*

16
17 THEREFORE BE IT RESOLVED: The Contract Negotiating Committee and the
18 Statewide Executive Board will prepare for, and conduct, negotiations for the new
19 collective bargaining agreement in a manner that anticipates interest arbitration for
20 Class I employees.
21

22 **Subsidiary Motion 08-162A (To Withdraw)**

23 **Moved by Chris Lyou (Anchorage) to withdraw Resolution No. 24**
24 **Motion 08-162A passed, without objection.**

25 **Main Motion 08-163(Resolution No.25)**

26 **Committee Recommendation: adopt as published**

27
28 *Submitted by Class I Committee*

29
30 THEREFORE BE IT RESOLVED that the Executive Board of ASEA/AFSCME Local
31 52 continue to seek through legislative action a twenty-year retirement benefit for
32 Juvenile Justice Officers (formerly Youth Counselors).
33

34 Without objection, Sue Layton (Anchorage) called for
35 unanimous consent.

36
37 **Main Motion 08-163 passed, with general consensus of the**
38 **Assembly.**

39 **Main Motion 08-164(Resolution No.26)**

40 **Committee Recommendation: no recommendation**
41

1 *Submitted by Class I Committee*

2
3 THEREFORE BE IT RESOLVED: The statewide Executive Board shall continue to
4 utilize all means available to prevent decertification efforts.

5 **Subsidiary Motion 08-164A (To Refer)**

6 **Moved by Sue Layton (Anchorage) and seconded to refer**
7 **Resolution No. 26 to the State Executive Board.**
8 **Motion 08-164A failed by a voice vote.**

9
10 **Main Motion 08-164 passed, by a voice vote.**

11 **Main Motion 08-165(Resolution No.33)**

12 **Committee Recommendation: no recommendation**

13
14 *Submitted by Budget Committee*

15
16 THEREFORE BE IT RESOLVED: the ASEA Statewide Executive Board is directed to
17 prepare an annual financial report to the union's membership and agency fee payors
18 by way of postal mail and Website posting. This report shall be distributed no later
19 than sixty (60) days following the completion of the annual audit.

- 20 • An Executive Board Overview statement,
21 • A list of Executive Board members,
22 • A simplified financial statement with informative footnotes, the Union's financial
23 position,
24 • Business leave use by category, and,
25 • Future financial goals

26 **Amendment 08-165A (Resolution No. 33)**

27 **Moved by Cindy Calzada (Anchorage) and seconded by striking "by**
28 **postal mail" and change to "email".**

29 **Amendment 08-165A failed by a voice vote.**

30
31 **Main Motion 08-165 failed by a voice vote.**

32 **Main Motion 08-166(Resolution No.35)**

33 **Committee Recommendation: to adopt as published**

34
35 *Submitted by Rural Committee*

36
37 THEREFORE, BE IT RESOLVED the ASEA 12th Biennial Convention recommends
38 that the LOA be interpreted to include Chapter Stewards who are seasonal
39 employees and perform Chapter Steward duties while on SLWOP.

40
41 Without objection, Sue Layton (Anchorage) called for
42 unanimous consent.

1
2 **Main Motion 08-166 passed, with general consensus of the**
3 **Assembly.**

4
5 //end of Resolutions Report

6
7 Announcements: Nadine Lefebvre announced \$1,345 was raised by
8 the Women's Committee during their silent auction.

9 **Main Motion 08-167 (Adjourn)**

10 **Moved by Sue Layton (Anchorage) and seconded to adjourn.**


11 **Main Motion 08-167 passed, without objection.**

12 **ADJOURNMENT**

13 (Whereupon, the 12th Biennial Convention 2008, ASEA/AFSCME Local 52,
14 AFL-CIO, adjourned at 4:40 p.m.)


15
16 **CERTIFICATE OF REPORTING**

17
18 *I do hereby certify that the foregoing minutes correctly reflects to the best of my ability the*
19 *record of the Business Session of the 12th Biennial Convention 2008, ASEA/AFSCME Local 52,*
20 *AFL-CIO, recorded February 23-24, 2008, and digitally recorded and transferred to an audio*
21 *CD marked disc 3 through disc 10.*

22
23 
24

MaryAnn Ganacias, Administrative Assistant III

25
26 *The foregoing minutes and motions were reviewed and approved by the duly appointed*
27 *Convention Minutes Committee of the 12th Biennial ASEA/AFSCME Local 52, AFL-CIO,*
28 *Convention, 2008:*

29
30 
31

MICHAEL R. WILLIAMS, Secretary, April 24, 2008
32 State Executive Board
33 ASEA/AFSCME Local 52, AFL-CIO