



Alaskans Working For Alaska!

1577 C Street, Suite 201, Anchorage, Alaska 99501 • Phone (907)277-5200 • Fax (907)277-5206

E-mail: aseahq@afscmelocal52.org • Website: www.afscmelocal52.org

PENDING APPROVAL OF STATE EXECUTIVE BOARD

MINUTES OF ASEA/AFSCME LOCAL 52 Quarterly Business Session State Executive Board May 11-12, 2010 (Dillingham AK)

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**QUARTERLY BUSINESS SESSION OF THE
ASEA/AFSCME LOCAL 52 STATE EXECUTIVE BOARD
MAY 11-12, 2010
BRISTOL BAY INN, DILLINGHAM AK**

DAY ONE – 5/11/2010

CALL TO ORDER AND ROLL CALL (9:00 a.m.)

The quarterly business session of the State Executive Board convened in the Conference Room of the Bristol Bay Inn, and was called to order by President Valerie Kenny. Secretary Michael Williams called the roll and noted for the record the following board members and staff to be present. The presence of a quorum was declared.

Present were:

Valerie Kenny, President
Michael Williams, Secretary
Chris Pace, Treasurer
Chuck Stewart, Class I Representative
Gerry Von Rekowski, Municipal Representative
Jerry Soplanda, Northern Region (Fairbanks) Representative
Kathy Atkinson, Professional Representative
Maureen “Mo” Koezuna, Bush Representative
Monica Ford, Interim Rural Representative
Pamela Harper, Technical Representative
Stephen Wright, Southeast Region (Juneau) Representative
Jim Duncan, Business Manager (with voice/no vote)

Absent: Richard Sewell, Interim Central Region (Anchorage) Representative – excused
Sue Layton, Administrative Support Representative – excused

Also present: Administrative Assistant III MaryAnn Ganacias

Member(s) present: None

ADOPT AGENDA

Main Motion 10-113 (Adopt Agenda)

Moved by Pam Harper, seconded by Charles Stewart
To adopt the agenda as presented.

Amendment 10-113A

The following amendments to the agenda were brought forward:

- Under the Business Manager’s Report:
 - Add FY11 Adopted Budget
- Under New Business:

- 1 ○ Member Activation
- 2 ○ Healthcare Reform
- 3 ▪ Under President’s Report – Committee Reports
- 4 ○ Rural Committee

5
6 Amendment 10-113A passed, without objection.

7
8 Main Motion 10-113 as amended passed, without objection.

9
10 **OBLIGATION OF AN OFFICER**

11 Newly elected ASEA/AFSCME Local 52, AFL-CIO, State Executive Board members Interim Rural
12 Representative Monica Ford, Northern Region (Fairbanks) Representative Jerry Soplanda, Class I
13 Representative Charles Stewart, were sworn in under and subscribed to the “*Obligation of an Officer*”.

14
15 Note of Record: The following Officer have previously subscribed to the Obligation of an Officer and
16 whose oath will continue as there was no break in service on the State Executive Board. The Officers are
17 as follows: President Valerie Kenny, Professional Representative Kathy Atkinson, and Administrative
18 Support Representative N. Sue Layton.

19
20 **APPROVE MINUTES (2/18-19/2010 and 4/23/2010)**

21 Main Motion 10-114(Adopt 2/18-19/2010 Minutes – Special Pre-Convention Session - Juneau)

22 Moved by Mo Koezuna, seconded by Monica Ford

23 To approve the February 18-19, 2010, minutes (Special Pre-Convention Session-Juneau) as presented:

24
25 Amendment 10-114A

26 To correct the minutes as follows:

- 27 ▪ Page 6, Line 11 – change ‘To’ to ‘The’
- 28 ▪ Page 24, Line 11 – strike line 11
- 29 ▪ Page 25, List of chapters – list chapters

30
31 Main Motion 10-114 passed as corrected, without objection.

32
33 Main Motion 10-115 (Adopt 4/23/2010 Minutes – Special Teleconference)

34 Moved by Charles Stewart, seconded by Jerry Soplanda

35 To approve the April 23, 2010, minutes (Special Teleconference) as presented.

36
37 Amendment 10-115A

38 To correct the minutes as follows:

- 39 ▪ Page 6, Line 11 – change ‘To’ to ‘The’

40
41 Main Motion 10-115 passed as presented, without objection

42
43 **RECEIVE INTO RECORD ANY POLLS**

44 No polls were acted upon at this time.

1 Point of Personal Privilege: President Valerie Kenny stated her goals for her term as President and
 2 ground rules while the State Executive Board is in session. The following was especially noted.

- 3 ■ There shall be no side bar conversations or breakout sessions. What issues that are discussed with
 4 Board members should be brought to attention of the State Executive Board as a whole to address
 5 the needs of the membership.
- 6 ■ While meetings are in session, the use of cell phones and laptops must be powered off so that
 7 attention is focused on the agenda brought before the Board. The Administrative Assistant may
 8 use the laptop/data phone for purposes of recording and communicating with ASEA Staff.

9
 10 **REPORT – BUSINESS MANAGER**

11 Budget Review/Update

12
 13 FY2010 Financial Statements

14 The Business Manager presented the FY10 Balance Sheet ending March 31, 2010, with no questions from
 15 the Board.

16
 17 Regarding the Budget for FY10 (Budget vs. Actual) the following items were especially noted:

18
 19 Net Dues Revenue – We are in a surplus of over \$100,000 greater than budgeted for the year.

20
 21 Contract Negotiations – There will be no funds transferred from the Bargaining and Strike Reserve
 22 Account (BSRA) to cover the cost of negotiations as there is enough cash in the general account to cover
 23 negotiation expenses. The total revenues will reflect a deficit position as there will be no cash transfer
 24 from the BSRA.

25
 26 Main Motion 10-116 (FY10 Budget– Women’s Committee budget adjustment)

27 Moved by Charles Stewart, seconded by Mo Koezuna

28 To receive and appropriate \$862.00 to Women’s Committee as a result of funds raised at the 13th ASEA
 29 Biennial Convention.

30
 31 Main Motion 10-116 passed, without objection

32
 33 Main Motion 10-117 (FY10 Budget – Organizing budget adjustment)

34 Moved by Kathy Atkinson, seconded by Mo Koezuna

35 To increase the FY2010 budget by \$24,600 for organizing expenses as proposed by the Business
 36 Manager.

37
 38 Main Motion 10-117 passed, without objection

39
 40 Main Motion 10-118 (Additional Office Space – Anchorage)

41 Moved by Michael Williams, seconded by Kathy Atkinson

42 The Board authorizes the Business Manager to enter into a four (4) month lease for additional office space
 43 in Anchorage.

44
 45 Main Motion 10-118 passed, without objection

1
2 Rent – ASEA will be signing a short term lease for the duration of 4 months for 1448 sq. ft of additional
3 space to be used for organizing. The additional space is located and next to the existing Anchorage
4 ASEA office.

5
6 The Business Manager presented the twelve-month cash flow, with no questions from the Board.
7

8 Alaska Airlines EasyBiz Account

9 The Alaska Airlines EasyBiz Account has a current balance of 626,341 miles as of April 30, 2010.
10 25,000 miles were donated to Hero Miles through Alaska Airlines.

11 Sandy Johnson of Juneau, winner of the 25,000 miles at the Leadership Training, has utilized her miles
12 during the reporting period.
13

14 FY11 Budget

15 The Business Manager presented the FY11 Budget that has been adopted by the assembly at the 13th
16 ASEA/AFSCME Local 52 Biennial Convention, with no questions from the Board.

17 Collections Update

18 The Business Manager presented the Collections report to the Board. Prior to September 2005, there was
19 a substantial amount of approximately \$167,000 to be collected. Since then, we have identified another
20 \$137,316 in outstanding dues from October 2005 through June 2009 and forward. We have collected
21 \$307,999 in back dues since fiscal year 2006. Total year-to-date collected for FY10 is \$29,758.
22

23 (The State Executive Board took a brief break at 10:44 a.m., resuming the record in general session at
24 10:58 a.m.)

25 Staffing Update

26 The Business Manager presented the Notice of Position Vacancy to the Board for the Data Processing
27 Technician position in the Anchorage ASEA office. The notice was posted on April 19th and closed on
28 April 30th. A decision will be made on the 17th of May.

29 Contract Negotiating Committee (CNC) Update

30 The Business Manager presented the CNC ratification election schedule. The GGU ballots will be mailed
31 to all members in good standing on May 6, 2010. The City of Sitka ballots will be mailed to City of Sitka
32 member in good standing on May 14, 2010. The election date for both ratification elections will be
33 June 10, 2010, and will be counted by the ASEA Elections committee.

34 CNC member Jerry Soplanda gave a brief overview of his experience at the negotiation table and
35 responded to questions from the Board.
36

37 Main Motion 10-119 (Executive Session)

38 Moved by Michael Williams, seconded by Jerry Soplanda

39 To enter into executive session to protect the privacy of individuals, and to protect the confidentiality of
40 negotiations and/or litigation.
41

42 Main Motion 10-119 passed, without objection
43

1 (The State Executive Board entered into Executive Session at 11:20 a.m., resuming the record in general
2 session at 11:52 a.m.)

3
4 **MEMBER COMMENTS – TIMES CERTAIN AT 12:00 p.m.**

5 A telephonic connection was established at 12:00 p.m. for all incoming calls from members wishing to
6 address the Board, with the record standing at ease until such time a call is joined or a member is present.

- 7
8 ▪ Nadine Lefebvre of the Juneau Chapter joined telephonically – general inquiry

9
10 (Member comments segment of the agenda concluded with telephonic disconnection at 12:18 p.m., with
11 the State Executive Board continuing their lunch break, resuming the record at 1:00 p.m.)

12 Internal Organizing

13 The Business Manager presented the Internal Organizing Report to the Board, especially noting the
14 following:

15
16 Worksite meetings – The worksite calendar that is posted on the ASEA website was presented to
17 the Board. The Business Manager presented status updates for the upcoming worksite meetings. 76
18 Worksite meetings were conducted in April and May.

19 City of Sitka will hold a chapter meeting to discuss the tentative agreement with the membership.

20
21 Main Motion 10-120 (Executive Session)

22 Moved by Michael Williams, seconded by Jerry Soplanda

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

25
26 Main Motion 10-120 passed, without objection

27
28 (The State Executive Board entered into Executive Session at 1:13 p.m., resuming the record in general
29 session at 1:51 p.m.)

30 External Organizing

31 External organizing was covered in executive session.

32
33 (The State Executive Board took a brief break at 1:51 p.m., resuming the record in general session at
34 2:00 p.m.)

35 Wells Fargo Advisors Presentation (Times Certain – 2:00 p.m.) - presented by Wayne Pichon

36 Wayne Pichon, of Wells Fargo Advisors telephonically reported to the Board the performance review of
37 the reserve accounts for the period ending March 31, 2010, and continued the presentation in Executive
38 Session. An Executive Summary was incorporated into the minutes at Exhibit A. A copy of which is
39 available for review upon filing of an Information Request to the Business Manager in accordance with
40 *The AFSCME Financial Standards Code*, Article X and ASEA Policy on Financial Information Requests
41 (*Main Motion 09-005, September 2008*).

1 Main Motion 10-121 (Executive Session)

2 Moved by Michael Williams, seconded by Mo Koezuna

3 To enter into executive session to protect the privacy of individuals, and to protect the confidentiality of
4 negotiations and/or litigation.

5

6 Main Motion 10-121 passed, without objection

7

8 (The State Executive Board entered into Executive Session at 2:15 p.m., resuming the record in general
9 session at 2:36 p.m.)

10 ASEA Stewards

11 The Business Manager presented the steward report to the Board.

12 Upon general consensus there will be no scheduled statewide steward trainings for the
13 spring/summer 2010. Due to Contract Negotiations, Biennial Convention and various Union activities, it
14 has been difficult to schedule a statewide steward training.

15 New stewards will be provided basic training at their location prior to the next normally scheduled
16 statewide training in the fall. All other Stewards will be excused from the six month requirement in the
17 ASEA steward's policy to attend basic or continued training.

18 Rural Chapter Travel and Contact

19 The Business Manager presented the Rural Chapter travel and contact report to the Board, with no
20 questions from the Board.

21 New Hire Orientation/Membership Trend

22 The Business Manager presented the New Hire Orientation report to the Board that reflects a breakdown
23 of attendance by chapter. A majority of the rural and bush locations were via teleconference. For the
24 reporting period February 1, 2010 through March 31, 2010, 153 of 219 (70%) new hires participated in
25 new hire orientation.

26

27 Note of record: The Board requests a map of Alaska which reflects the chapters and the number of
28 members in each location. A spreadsheet will be provided with the map of Alaska.

29

30 Note of record: The members of the State Executive Board are encouraged to contact the members they
31 represent regarding topics, to be brought forward at the next scheduled State Executive Quarterly
32 Business Session. ASEA Policies and Procedures 17.03.000 provides for the process of requesting the
33 Union to broadcast a message on their behalf.

34 Member Advancement Program (MAP)

35 There have been 68 new contributors for the period of February 1, 2010 through April 30, 2010.

36 Political Action Program (PAC)

37 As of April 30, 2010, there are 789 members contributing to the Political Action Program, 8.93% of the
38 membership.

39

1 (The State Executive Board took a break for lunch at 3:01 p.m., resuming the record in general session at
2 3:20 p.m.)

3 Lobbyist Report

4 The Assistant Business Manager/Lobbyist Fate Putman provided an oral report to the Board in Executive
5 Session.

6 7 Main Motion 10-122 (Executive Session)

8 Moved by Chris Lyou, seconded by Mo Koezuna

9 To enter into executive session to protect the privacy of individuals, and to protect the confidentiality of
10 negotiations and/or litigation.

11

12 Main Motion 10-122 passed, without objection

13

14 (The State Executive Board entered into Executive Session at 3:21 p.m., resuming the record in general
15 session at 4:03 p.m.)

16

17 Point of Information: The Business Manager announced to the Board the upcoming CNC chapter
18 meeting for the members of the Dillingham chapter. The meeting will begin at 4:30 p.m. in the Bristol
19 Bay Inn. Members were called by the staff at ASEA HQ to personally invite them to the meeting.

20

Reclassifications

21 The Business Manager presented to the Board his February 10, 2010 letter to the State of Alaska
22 identifying the top three job classifications pursuant to Article 17.02 B of the GGU collective bargaining
23 agreement. In priority order those are as follows:

24 1) Juvenile Justice Officers I, II III

25 2) Fishery Biologists I, II, III, IV

26 3) Children Services Specialists I, II, III

27 The State of Alaska is required to complete the designated top priority classification by June 30, 2011.

28

Unit Clarifications/PUC/Appeal

29 During the period of February 1, 2010 through April 29, 2010, we have had 13 new clarifications added to
30 the GGU, 16 to the Supervisory Unit, and 3 to the Labor, Trade and Craft (LTC) Unit. There have been
31 32 total unit clarifications for the reporting period.

32 Since July 1, 2004 through April 29, 2010, there have been a total of 859 total transfers, with 259
33 positions transferred to the GGU.

34

Business Leave Update

35 The Business Manager presented the Business leave updates to the Board with no questions from the
36 Board.

37 In regards to the City of Sitka business leave bank, the bank balance is close to nil. The Business
38 Manager will discuss purchasing hours until the replenishment mechanism provided for in the tentative
39 collective bargaining agreement is ratified is in effect.

40 (Upon general consensus the State Executive Board recessed at 4:16 p.m.)

41

1 **DAY TWO – 5/12/2010**

2
3 **CALL TO ORDER AND ROLL CALL (8:30 a.m.)**

4 The quarterly business session of the State Executive Board reconvened in the Conference Room of the
5 Bristol Bay Inn, and was called to order by President Valerie Kenny. Secretary Michael Williams called
6 the roll and noted for the record the following board members and staff to be present. The presence of a
7 quorum was declared.

8
9 Present were:

10 Valerie Kenny, President
11 Michael Williams, Secretary
12 Chris Pace, Treasurer
13 Chuck Stewart, Class I Representative
14 Gerry Von Rekowski, Municipal Representative
15 Jerry Soplanda, Northern Region (Fairbanks) Representative
16 Kathy Atkinson, Professional Representative
17 Maureen “Mo” Koezuna, Bush Representative
18 Monica Ford, Interim Rural Representative
19 Pamela Harper, Technical Representative
20 Stephen Wright, Southeast Region (Juneau) Representative
21 Jim Duncan, Business Manager (with voice/no vote)

22
23 Absent: Richard Sewell, Interim Central Region (Anchorage) Representative – excused
24 Sue Layton, Administrative Support Representative – excused

25
26 Also present: Administrative Assistant III MaryAnn Ganacias

27
28 Member(s) present: None

29
30 **REPORT – BUSINESS MANAGER (Continued)**

31 Catastrophic Leave Update

32 During the period of February 1, 2010 through April 15, 2010, ASEA has approved 2820 hours. The
33 balance of the Catastrophic Leave bank is 638.97 hours. Catastrophic Leave is beneficial to members to
34 have continued health coverage when all sick/annual, medical, and donated leave banks have been
35 exhausted.

36 Emergency Leave Bank Update

37 During the period of February 1, 2010 through April 29, 2010, ASEA has approved forty-four (44)
38 members for \$29,367.78. The balance of the Emergency Leave bank as of April 15, 2010, is
39 \$161,238.58. There were 365.49 hours that have been returned to the bank that were once approved and
40 not used.

1 Injury Leave Bank Update

2 During the period of February 1, 2010 through April 30, 2010, ASEA has approved seven (7) members
3 that used the Injury Leave bank for a total usage of 129 hours. The balance of the Injury Leave bank is
4 \$355,345.88.

5 Grievance and Arbitration Report

6 The Business Manager presented the Grievance and Arbitration reports to the Board with no questions
7 from the Board. There have been no arbitrations decisions since the last reporting period.

8 Chapter Reporting Update

9 The Business Manager presented the Chapter Reporting update especially noting that Anchorage Chapter
10 has received all FY09 minutes and will be submitting their required reports for FY09.

11 Additionally, we will be working with Dillingham to reactivate the chapter. Dillingham members
12 that were in attendance in the CNC meeting on day one are interested in becoming chapter officers.

13 Ketchikan, Seward, and Valdez have not submitted or completed their required reports. The
14 ASEA staff is working with each chapter to bring their chapter into compliance.

15 Publications/Communications Report

16 The Business Manager presented to the Board a report of distribution for the Solidarity Update and ASEA
17 in Action for the reporting period of February 1, 2010 through April 30, 2010. All publications are
18 available on the ASEA website for the GGU and City of Sitka.

19 ASEA 13th Biennial Convention

20 The Board was provided a copy of the Constitutional Amendments and Resolutions as presented on the
21 Convention floor that is pending Convention Committee approval. The Board is encouraged to review
22 the information for discussion at the September State Executive Quarterly Business Session.

23 In accordance with the ASEA Constitution, the Board must set the dates for the next Biennial
24 Convention, to be held in 2012.

25 *Main Motion 10-123 (14th Biennial Convention – Dates & Location)*

26 Moved by Charles Stewart, seconded by

27 To set the dates for the 14th Biennial Convention for March 14-18, 2012, at the Captain Cook Hotel in
28 Anchorage, Alaska.

29
30
31 Main Motion 10-123 passed, without objection

32 AFSCME Biennial Convention

33 The AFSCME International Biennial Convention will be held in Boston, Massachusetts on Monday, June
34 28, 2010 and will remain in session until Friday, July 2, 2010.

35 ASEA has been allocated 12 delegates. The 1st, 3rd, and 5th shall be the President, Secretary, and
36 Treasurer. The remaining 9 ASEA Delegates to the Convention will be determined on Election Day, May
37 13, 2010.

38
39 //end of Business Manager's Report

1
2 **REPORT – PRESIDENT**

3
4 Main Motion 10-124 (Executive Session)

5 Moved by Michael Williams, seconded by Pam Harper

6 To enter into executive session to protect the privacy of individuals, and to protect the confidentiality of
7 negotiations and/or litigation.

8
9 Main Motion 10-124 passed, without objection

10
11 (The State Executive Board entered into Executive Session at 9:12 a.m., resuming the record in general
12 session at 9:25 a.m.)

13 Committee Appointments

14 Main Motion 10-125 (Suspend Policy 2.03.111.B-Class I)

15 Moved by Charles Stewart, seconded by Jerry Soplana

16 To suspend policy 2.03.111.B until two northern region members request to fill the positions.

17
18 Main Motion 10-125 passed, without objection

19
20 Main Motion 10-126 (Class I Committee Appointments)

21 Moved by Stephen Wright, seconded by Mo Koezuna

22 To accept the Chair's committee appointments for the Class I Committee of Cassandra Lynch –
23 Anchorage Seat, and Randall Cosper (Anchorage) to fill one of the vacant Northern seat.

24
25 Main Motion 10-126 passed, without objection

26
27 Suspend agenda item: Mo Koezuna requests to move her agenda item to September meeting as the Bush
28 Committee will be having their face-to-face committee meeting next week in Anchorage.

29 Committee Reports

30 Reports from the following committees were noted for the record and incorporated into the minutes at
31 Exhibit B, a copy of which is available upon filing of an Information Request to the Business Manager.

32
33 Bush Committee

34 Class I Committee

35 Probation/Parole Committee

36
37 Written Committee Reports from the following committees were noted for the record and incorporated
38 into the minutes at Exhibit B, a copy of which is available upon filing of an Information Request to the
39 Business Manager.

40
41 Note of record: Upon general consensus, all written reports have been formally received into the record
42 from the following committees:

Election Committee
Grievance Review Committee (GRC)
Judicial Panel
Next Wave Committee

(The State Executive Board took a break at 9:50 a.m., resuming the record in general session at 10:08 a.m.)

AFL-CIO Vice Presidents

President Val Kenny has announced to the Board that she will be appointing Yvonne Jacobson to the vacant AFL-CIO VP seat. Current VPs are Chris Pace, Michael Williams, Val Kenny, and Jim Duncan.

Calendar of Events

Main Motion 10-127 (State Executive Board Meeting Schedule)

Moved by Jerry Soplada, seconded by Charles Stewart

To schedule the next State Executive Board meeting for September 7-8, in Fairbanks, Alaska and December 16-17, 2010 for the CY2010 4th quarterly business session.

Main Motion 10-127 passed, without objection

REPORT – TREASURER

Treasurer Chris Pace gave a review of the financial stature of ASEA and the financial standards as stated in the FY09 Audited Financial report performed by Mikunda Cottrell.

Note of Record: The Business Manager reported to the Board that he will be requesting a professional analysis on the ASEA Server and to determine the current and future needs of the organization. Recommendations will be brought forward at the next quarterly business session.

Note of Record: Stephen Wright departs for the remainder of the Board meeting and is excused by the President.

(The Board took a break at 10:41 a.m., resuming the record in general session at 11:06 a.m.)

UNFINISHED BUSINESS

No unfinished business came before the Board at this time.

NEW BUSINESS

Health Care Act

Board members have requested if information can be obtained for the Health Care Act and how it will impact GGU employees. ASEA Health Trustee Michael Williams provided an overview of the status of the trust information that they are gathering.

Members should contact the Health Trust for information in regards to health care. Members will be informed when they have the information available for the membership.

Member Activation

Northern Region Representative Jerry Soplanda presented his ideas about member Activation. E.M.A. – Encourage Member Activation, is how he phrased his topic.

The Business Manager responded and discussed the advantages of the trainings that AFSCME has available for activating the members. We will provide a recommendation. A budget may need to be established in order to conduct these trainings.

President Val Kenny would like to push further on the Next Wave committee and to get out and to approach each person individually and to reach out to the Tier IV employees and how to makes changes through involvement within the union.

Jerry Soplanda suggests a large informational packet or online tutorial. Example: Leave benefits brochure. The Business Manager will work with staff to develop more educational materials.

REPORT – PRESIDENT (Continued)

Committee Reports (Continued for Times Certain at 11:45 a.m.)

A telephonic connection was established at 11:45 a.m. for all incoming calls from Committee Chairs wishing to provide an oral report to the Board.

Women's Committee Report

Committee Reports from Women's Committee were noted for the record and incorporated into the minutes at Exhibit B, a copy of which is available upon filing of an Information Request to the Business Manager.

Note of Record: President Val Kenny would like to review the Policies and Procedures with the State Executive Board as whole rather than as a subcommittee. The Women's Committee policies will be added to the September agenda under the President's report.

MEMBER COMMENTS – TIMES CERTAIN AT 12:00 p.m.

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

No members participated telephonically or in person. Member comment segment concluded with telephonic disconnection at 12:21 p.m.

ADJOURNMENT

(Whereupon, the quarterly business session of the ASEA/AFSCME Local 52 State Executive Board adjourned at 12:44 p.m.)

Respectfully submitted by
Michael R. Williams, Secretary
State Executive Board
ASEA/AFSCME Local 52, AFL-CIO