



*Alaskans Working For Alaska!*

---

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

E-mail: [aseahq@afscmelocal52.org](mailto:aseahq@afscmelocal52.org) • Website: [www.afscmelocal52.org](http://www.afscmelocal52.org)

---

Pending Approval by  
THE STATE EXECUTIVE BOARD

MINUTES  
ASEA/AFSCME LOCAL 52  
Quarterly Meeting Held  
February 6-7, 2005 (Juneau)

---

---

**TABLE OF CONTENTS**

1  
2  
3  
4 **DAY 1..... 5**  
5 CALL TO ORDER AND ROLL CALL (9:00 AM.)..... 5  
6 ADOPT AGENDA ..... 5  
7 Main Motion 05-073 (Adopt Agenda as amended) ..... 5  
8 Motion 05-073A (Amendment) ..... 5  
9 Motion 05-073B (Amendment) ..... 5  
10 INTRODUCTION OF IVPs ALLEN AND DEVEREUX..... 6  
11 APPROVE MINUTES (12/10-11/04, QUARTERLY MEETING – FAIRBANKS)..... 6  
12 Main Motion 05-074 (Approve Prior Minutes) ..... 6  
13 RECEIVE INTO RECORD ANY POLLS ..... 6  
14 UNFINISHED BUSINESS..... 6  
15 *AFSCME Judicial Panel Case 03-75 (Fort v. Mariano): Responsibilities of the Treasurer* 6  
16 *Due Notice of Proposed Policy Revisions Posted to Website Per 12/10-22/04 Board Action*6  
17 Policy 2.03.030, “Grievance Review Committee” (in its entirety)..... 6  
18 Main Motion 05-075 (Adoption of Policy 2.03.030)..... 6  
19 Policy 2.03.090, “The Bush Community Committee” ..... 9  
20 Main Motion 05-076 (Adoption of 2.03.090)..... 9  
21 Policy 4.07.000, “State E-Board Protocol: Ethics,” section C; “Appendix 1,” Item 14;  
22 Governing Document: “Code of Ethical Practices” ..... 9  
23 Main Motion 05-077 (Adoption of Policy 4.07.000.C, Appendix 1, and Governing  
24 Document)..... 9  
25 Motion 05-077A (Amendment) ..... 10  
26 Motion 05-077B (Amendment) ..... 14  
27 Policy 6.00.000, “Hudson Procedure,” section C ..... 14  
28 Main Motion 05-078 (Approval of Policy 6.00.000.C)..... 14  
29 Policy 9.00.000, “Stewards” (in its entirety) ..... 15  
30 Main Motion 05-079 (Approval of Policy 9.00.000)..... 15  
31 Motion 05-079A (Amendment) ..... 15  
32 Motion 05-079B (Housekeeping Change)..... 15  
33 Policy 42.00.000, “Catastrophic Medical Leave Bank,” section J. .... 18  
34 Main Motion 05-080 (Adoption of Policy 42.00.000)..... 18  
35 **REPORTS – BUSINESS MANAGER..... 19**  
36 *Budget Review/Update – FY05 Financials YTD..... 19*  
37 *Proposed FY06 Budget..... 19*  
38 Main Motion 05-081 (Executive Session) ..... 19  
39 *Collections Update..... 19*  
40 *Grievance and Arbitrations ..... 19*  
41 *Steward/MAT Training ..... 19*  
42 Kudos to Staff for Steward/MAT Training..... 19  
43 *Business Leave Bank..... 20*  
44 Main Motion 05-082 (Executive Session) ..... 20  
45 *Catastrophic Leave Bank Update ..... 20*  
46 *Personal Leave/Annual Leave ..... 20*  
47 *2004-2007 CBA Monetary Terms..... 20*  
48 *Legal Trust..... 20*  
49 *Health Trust ..... 20*

1	<i>Geo Diff Study Update</i> .....	21
2	<i>Rural Chapter Travel</i> .....	21
3	Motion 05-083 (Rural Board Meeting Schedule).....	21
4	<i>Expense Report Approval for Stephen Wright</i> .....	21
5	Main Motion 05-084 (Expense Report Approval).....	21
6	<i>Business Manager Schedule</i> .....	21
7	<i>Chapter Reporting Update</i> .....	21
8	<i>ASEA 11<sup>th</sup> Biennial Convention 2006</i> .....	22
9	REPORTS - PRESIDENT.....	22
10	<i>Recognition of Larry Nakata's Service on the Board</i> .....	22
11	<i>Subcommittee Report: ASEA Executive Board Retreat</i> .....	22
12	<i>Subcommittee Report: Evaluation Of Business Manager</i> .....	22
13	Main Motion 05-085 (Executive Session).....	22
14	Main Motion 04-086 (Evaluation of the Business Manager).....	22
15	REPORTS - COMMITTEES.....	23
16	<i>Bush Community Committee</i> .....	23
17	<i>Women's Issues Committee (WIC)</i> .....	23
18	<i>Class I Committee</i> .....	23
19	<i>Communications Committee</i> .....	23
20	Main Motion 05-087 (Defer Agenda Item).....	23
21	MEMBER COMMENTS.....	23
22	Main Motion 05-088 (Evening Recess).....	23
23	<b>DAY 2</b> .....	<b>24</b>
24	CALL TO ORDER AND ROLL CALL (8:31 A.M.).....	24
25	Main Motion 05-089 (Suspend the Orders of the Day).....	24
26	PRESENTATIONS OF THE AFSCME INTERNATIONAL VICE PRESIDENTS.....	24
27	<i>IVP Greg Devereux (Washington Federation of State Employees Council 28, Olympia WA)</i>	
28	.....	24
29	<i>IVP Ken Allen (Oregon AFSCME Council 75, Portland OR)</i> .....	26
30	REPORTS - COMMITTEES (CONTINUED).....	28
31	<i>Grievance Review Committee</i> .....	28
32	<i>Election Committee</i> .....	28
33	Rural Judicial Panel Positions.....	28
34	Ballot Proposition: Class I Committee.....	28
35	Main Motion 05-090 (Endorsement of Class I Committee Constitutional Amendment). 28	
36	<i>Contract Negotiating Committee</i> .....	28
37	<i>Probation/Parole Committee</i> .....	28
38	<i>AFSCME Corrections United National Steering Committee</i> .....	28
39	<i>Election Committee (continued)</i> .....	29
40	Main Motion 05-091 (Acceptance of unopposed candidates election report).....	29
41	<i>Probation and Parole Committee Report (continued)</i> .....	29
42	Main Motion 05-092 (Accept Probation/Parole Committee Report).....	29
43	<i>ASEA Judicial Panel</i> .....	29
44	<i>AFSCME Judicial Panel</i> .....	29
45	Motion 05-093 (Acceptance of AFSCME Judicial Panel Report).....	29
46	<i>Communications Committee</i> .....	29

1	Presentation on Use of the Webmail.....	30
2	Communications Policy .....	30
3	Main Motion 05-094 (Communications Policy).....	30
4	Main Motion 03-095 (Acceptance of Committee Report).....	30
5	NEW BUSINESS.....	30
6	<i>Committee Appointments</i> .....	30
7	Main Motion 05-096 (ASEA Judicial Panel Appointment) .....	30
8	Main Motion 05-097 (Election Committee Appointment) .....	30
9	Main Motion 05-098 (Probation/Parole Committee Appointments) .....	30
10	Main Motion 05-099 (Extension of Judicial Panel Rural Appointments) .....	31
11	<i>Meeting Schedule</i> .....	31
12	Main Motion 05-100 (Board Meeting Schedule).....	31
13	<i>Blackboard – Computer Based Training</i> .....	31
14	<i>P&amp;P Subcommittee (Communications Policy Review)</i> .....	31
15	Main Motion 05-101 (P&P Subcommittee Appointments) .....	31
16	REPORTS - TREASURER.....	31
17	Main Motion 05-102 (Acceptance of Treasurer’s Report) .....	32
18	NEW BUSINESS (CONTINUED) .....	32
19	<i>Investigative Subcommittee</i> .....	32
20	Main Motion 05-103 (Executive Session) .....	32
21	MEMBER COMMENTS.....	32
22	NEW BUSINESS (CONTINUED) .....	32
23	<i>Investigative Subcommittee (continued)</i> .....	32
24	Main Motion 05-104 (Investigative Subcommittee).....	32
25	REPORTS – BUSINESS MANAGER (CONTINUED) .....	32
26	<i>Lobbyist Report – Time Certain, 2:00 P.M.</i> .....	33
27	<i>Wachovia Securities Presentation – Time Certain, 3:00 p.m.</i> .....	33
28	ADJOURNMENT.....	33
29		

**STATE EXECUTIVE BOARD MEETING  
FEBRUARY 6-7, 2005 (JUNEAU)  
Goldbelt Hotel, Juneau AK**

**DAY 1**

**CALL TO ORDER AND ROLL CALL (9:00 am.)**

The quarterly business session of the State Executive Board convened at the Goldbelt Hotel in Juneau AK and was called to order at 9:00 a.m. by President Gordon Glaser. 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:

Barbara Brandt, Northern Region (Fairbanks/Northstar Borough) Representative  
Billie Benedict, Professional Representative  
Gloria Eggleton, Class I Representative  
Gordon Glaser, President  
Karen Zubillaga, Treasurer (Arrived approximately 9:30 a.m.)  
Larry Nakata, Central Region Representative (Anchorage)  
Michael Williams, Secretary  
N. Sue Layton, Administrative Support Representative  
Stephen Wright, Southeast (Juneau) Representative  
Toya Winton, Technical Representative  
Wade Wahrenbrock, Rural Representative  
Jim Duncan, Business Manager (with voice; no vote)

Absent: As noted above.

Also present: AFSCME International Vice President Ken Allen, AFSCME International Vice President Greg Devereux (joining the meeting at approximately 9:15 a.m.), and Regional Director Tam Tocher (arriving at approximately 11:30 a.m.), and Administrative Assistant Roberta Holmes-Carter

**ADOPT AGENDA**

*Main Motion 05-073 (Adopt Agenda as amended)*

The agenda was brought forward for consideration by the Chair, and the following amendments, corrections, and additions were made.

Motion 05-073A (Amendment)

Moved by Barbara Brandt, seconded by Toya Winton

To move Investigative Subcommittee item on the agenda to New Business.

Motion 05-073A passed, with Sue Layton objecting.

Motion 05-073B (Amendment)

The Business Manager added agenda items, as follows:

- 1 • Unfinished Business - AFSCME Judicial Panel Case 03-75
- 2 • Reports - Business Manager: BY06 Proposed Budget; Legal Trust; Health Trust;
- 3 Geographic Differential Study Update; Rural Chapter Travel; Expense Report
- 4 Approval; and, Biennial Convention Update
- 5 Motion 05-073B passed, without objection.

6  
7 Motion 05-073 is adopted as amended, without objection.

8  
9 (Note of Record: IVP Greg Devereux and Juneau Chapter Member Chris Pace joined the  
10 meeting at approximately 9:15 a.m.)

11  
12 **INTRODUCTION OF IVPs ALLEN AND DEVEREUX**

13 Following the exchange of introduction between the Board and the International Vice Presidents,  
14 IVP Greg Devereux briefly spoke on the gubernatorial race in Washington; IVP Ken Allen spoke  
15 to contract negotiations going on in Washington/Oregon.

16  
17 **APPROVE MINUTES (12/10-11/04, Quarterly Meeting – Fairbanks)**

18  
19 *Main Motion 05-074 (Approve Prior Minutes)*

20 Moved by Toya Winton, seconded by Wade Wahrenbrock

21 To approve the December 10-11, 2004 (Fairbanks) minutes, corrected, as follows:

- 22 • p. 19, Line 21, “Bushing...” to read “Business...”

23 Motion 05-074 passed, without objection.

24  
25 **RECEIVE INTO RECORD ANY POLLS**

26 There were no polls for the Board’s consideration.

27  
28 **UNFINISHED BUSINESS**

29 AFSCME Judicial Panel Case 03-75 (Fort v. Mariano): Responsibilities of the Treasurer

30 The Business Manager brought forward a copy to the Board of the February 1, 2005, letter to  
31 AFSCME International President Gerald McEntee regarding concerns expressed by the Board in  
32 their December 2004 meeting in Fairbanks.

33  
34 Due Notice of Proposed Policy Revisions Posted to Website Per 12/10-22/04 Board Action

35  
36 Policy 2.03.030, “Grievance Review Committee” (in its entirety)

37 With full discussion, the Board acknowledged the comments of the Kodiak/Aleutians Chapter as  
38 regards the proposed policies and procedures. (See Exhibit 1.)

39  
40 *Main Motion 05-075 (Adoption of Policy 2.03.030)*

41 Moved by Michael Williams, seconded by Barbara Brandt

42 To adopt Policy 2.03.030, presented as follows:

43  
44 2.03.030 Grievance Review Committee

- 45 A. The members of the Grievance Review Committee shall consist of eight (8)  
46 experienced stewards, with two from Anchorage, two from Juneau, two from  
47 Fairbanks, and two from Rural Alaska. Appointments are for three years.

Grievance Committee members will be appointed by the President with the approval of the ASEA/AFSCME Local 52 State Executive Board. The President shall designate the Chair of the Grievance Review Committee. Members are allowed to serve subsequent appointments as long as they remain stewards, work in the location for which they were assigned to represent, and that they meet training requirements noted in Section C, below. No members of the ASEA/AFSCME Local 52 State Executive Board may be appointed to the Grievance Review Committee.

- B. For the purpose of this Policy and Procedure, an experienced steward is defined as an ASEA member who is an elected steward and has at least two years of steward experience prior to appointment to the Grievance Review Committee.
- C. ASEA/AFSCME Local 52 will provide mandatory annual training for all committee members, and initial training for all newly appointed committee members. Newly appointed members must receive training within six months of their appointment. Failure to meet the training requirements is grounds for removal from the committee.

2.03.031 Right of Appeal

- A. Each General Government Unit member is entitled to have disputes with the State promptly considered by the Union. This Grievance Review Policy is applicable to all grievances covered by Article 16 of the current Collective Bargaining Agreement or the comparable provision of any successor agreement. Appeals are not available for complaints, as defined in Article 15 of the current Collective Bargaining Agreement, or the comparable provision of any successor agreement, nor does it apply to classification reviews (Article 17) or performance evaluations and incentives (Article 18), or the comparable provisions of any successor agreement. The following actions may be appealed by the member pursuant to this Grievance Review Policy:

1. The refusal to advance a grievance at any step;
2. Any disagreement regarding a proposed settlement; or,
3. The decision whether to proceed to arbitration.

The jurisdiction of the Grievance Review Committee is limited to Items 1., 2., and 3. above. Other disputes, such as disagreements over hearing strategy, witnesses, and decisions falling within the discretion of the Business Agent or Business Manager, are not subject to this Grievance Review Policy.

- B. All members are entitled to appeal in writing any of the above-described actions to the Union's Grievance Review Committee.
- C. Upon certified receipt of the Union's notice that it will not proceed with the grievance (as defined in Paragraph 1) the member may file a written appeal. The member's appeal must be received by the Union, or postmarked within 10 calendar days of the member's receipt of the Union's notice.
- D. Questions of timeliness shall be decided by the Grievance Review Committee. Circumstances beyond the member's control which delay the filing of an appeal may be considered by the Grievance Review Committee.
- E. Appeals will be processed in an expedited manner. A panel of three (3) members of the Grievance Review Committee shall meet as needed to hear and decide pending appeals.
- F. All proceedings shall be confidential, unless the member filing the appeal waives confidentiality. All documents produced in support of or in opposition to any appeal shall not be distributed to anyone other than the Business Agent, the member, the Business Manager, and the members of the Committee hearing the appeal. Such documents shall become a permanent part of the Union's grievance file.

2.03.032 Standards of Review

- 1 A. A panel comprised of members of the Grievance Review Committee shall meet as  
 2 needed to hear all pending appeals. The members of each Panel will be selected  
 3 by the Chair, who shall designate one Panel member to serve as Panel Chair.  
 4 The Business Manager (or his/her designee) will coordinate the hearing schedule.  
 5 The Panel shall not consist of co-workers of the appealing members. Any Panel  
 6 member who is biased or may appear to be biased shall withdraw.
- 7 B. Business leave will be authorized only for Panel members, for both preparation  
 8 and hearings. GGU members who are appealing decisions to the Panel shall be  
 9 responsible for their own expenses.
- 10 C. The Business Manager will forward all paperwork pertaining to the appeal issue  
 11 to the Hearing Panel members for review and to better prepare themselves to  
 12 hear the appeal. Panel members must safeguard all hearing documents from  
 13 public view.
- 14 D. Neither ASEA/AFSCME Local 52 nor the appellant will be entitled to more than  
 15 two witnesses – in addition to the appellant, Steward, Business Agent, and  
 16 Business Manager – unless a request for additional witnesses is made in writing  
 17 and received 10 calendar days prior to the date of the hearing. Hearings may be  
 18 conducted telephonically. Advance notice of the hearing shall be adequate to  
 19 arrange the presence of other witnesses deemed necessary by the participants  
 20 or the Panel.
- 21 E. At the hearing the parties may present evidence and arguments. The right of  
 22 the parties to hear and cross-examine all witnesses shall be respected. The  
 23 Panel Chair shall assure that each side has a reasonable opportunity to present  
 24 its case. However, he/she may limit the length of testimony and make  
 25 reasonable rulings to expedite the proceedings, subject to review by the entire  
 26 Panel.
- 27 F. If the panel needs additional information, it shall act together and not separately  
 28 in requesting additional information be provided by the Union staff or appellant.  
 29 The Panel members shall avoid individual contact with any party or witness  
 30 during the appeal process with regard to the subject of the appeal. In the event  
 31 additional information is requested, the hearing shall be postponed until the next  
 32 Panel meeting, at which time the Panel will hear and decide the appeal.
- 33 G. Once the Panel has heard all the evidence and arguments presented at the  
 34 hearing, the Panel shall deliberate in closed session. Such deliberations shall be  
 35 confidential.
- 36 H. In making a decision, the Panel may consider the following:  
 37 1. all information provided to them by the parties, so long as both parties  
 38 have had an opportunity to review and respond to the evidence;  
 39 2. the Union's budget for grievance/arbitration processing;  
 40 3. the testimony and credibility of witnesses; and,  
 41 4. any other evidence or considerations which are necessary to an  
 42 equitable determination of the appeal.
- 43 The Panel may not consider facts, rumors, documents or other information, which are  
 44 not a part of the grievance file or supplied by the parties at the hearing.
- 45 I. The Panel shall not overturn the decision of the Union staff unless the evidence  
 46 establishes that ASEA/AFSCME Local 52 has acted in an arbitrary or  
 47 discriminatory manner, or in bad faith.
- 48 J. 1. If an appeal is granted, the Panel may:  
 49 (a) direct the grievance be advanced through Step IV;  
 50 (b) direct the settlement be rejected and the Union to proceed to  
 51 arbitration; or  
 52 (c) direct the grievance be advanced to arbitration.

- 1                   2.       If an appeal is denied, the Panel shall affirm the decision made by the  
2                   Union.
- 3           K.       The Panel's decision shall be final and binding on the Union and the member.  
4                   However, the Panel may reconsider their decision if, and only if, new evidence  
5                   becomes known after the decision has been issued that may have caused the  
6                   Panel to decide the case differently. The final decision may not be appealed to  
7                   the Union's State Executive Board or other Union board or officer.
- 8           L.       The Panel's decision shall be sent in writing to the member with a copy to the  
9                   Business Manager, within 10 calendar days of the Panel's decision.

10  
11 Motion 05-075 passed, without objection.

12  
13                                   Policy 2.03.090, "The Bush Community Committee"

14  
15 Main Motion 05-076 (Adoption of 2.03.090)

16 Moved by Wade Wahrenbrock, seconded by Toya Winton  
17 To adopt Policy 2.03.090, as presented.

- 18  
19       2.03.090           The Bush Community Committee  
20       The Bush Community Committee is created for the Bush community members, to  
21       address issues and concerns of chapters not on a road system and to look into economic  
22       impacts and union opportunities. The State Executive Board Rural Representative will  
23       serve as a liaison between the committee and the State Executive Board. The Bush  
24       Community Committee will meet telephonically at least quarterly, with one physical  
25       meeting annually in lieu of a telephonic meeting.

26  
27 Motion 05-076 passed, without objection.

28  
29                                   Policy 4.07.000, "State E-Board Protocol: Ethics," section C; "Appendix 1," Item 14;  
30                                   Governing Document: "Code of Ethical Practices"

31  
32 Main Motion 05-077 (Adoption of Policy 4.07.000.C, Appendix 1, and Governing Document)

33 Moved by Barbara Brandt, seconded by Toya Winton  
34 To accept Policy 4.07.000.C, Appendix 1, and Governing Document, as presented.

- 35  
36       4.07.000           ETHICS  
37       A.       Members of the State Executive Board may not be hired into ASEA staff positions  
38                   for one year after leaving the Board.  
39       B.       Soliciting campaign contributions by GGU Members from Staff is not allowed.  
40       C.       The State Executive Board has adopted an ASEA/AFSCME Local 52 Code of  
41                   Ethics. (See Appendix 1, Section 14.)

42  
43                                   \*\*\*

44                                   Proposed Change: Strikethrough = Delete; Underscore = New Language

45  
46                                   APPENDIX 1

47                                   List of Referenced Corporate Documents

48  
49       Copies of the following documents may be obtained through the ASEA offices and/or  
50       they are available on the ASEA website at [www.afscmelocal52.org](http://www.afscmelocal52.org)

ASEA/AFSCME Local 52 State Executive Board  
Quarterly Meeting  
February 6-7, 2005(Juneau)

- 1
- 2 1. AFFILIATION AGREEMENT
- 3 2. ARTICLES OF INCORPORATION
- 4 3. NONPROFIT CERTIFICATE
- 5 4. AFSCME INTERNATIONAL CONSTITUTION
- 6 A. AFSCME Financial Standards Code
- 7 B. AFSCME Judicial Panel Rules
- 8 C. AFSCME Local Union Election Manual
- 9 5. ASEA/AFSCME Local 52 CONSTITUTION
- 10 A. ASEA/AFSCME Local 52 Judicial Panel Rules
- 11 6. EMPLOYMENT CONTRACTS
- 12 A. Business Manager Contract
- 13 B. Assistant Business Manager/Lobbyist Contract
- 14 C. General Counsel Contract
- 15 D. Staff Collective Bargaining Agreement
- 16 E. Staff Policies & Procedures
- 17 7. COLLECTIVE BARGAINING AGREEMENTS
- 18 A. GGU Collective Bargaining Agreement
- 19 8. ASEA/AFSCME Local 52 POLITICAL ACTION COMMITTEE RULES OF OPERATION
- 20 9. STATE OF ALASKA AFL-CIO CONSTITUTION
- 21 10. ASEA/AFSCME Local 52 BIENNIAL CONVENTION RESOLUTIONS
- 22 11. ASEA LEGAL SERVICES TRUST
- 23 A. ASEA Legal Services Trust Declaration of Trust
- 24 B. ASEA Legal Services Plan Booklet
- 25 12. ASEA/AFSCME Local 52 HEALTH BENEFITS TRUST
- 26 A. ASEA/AFSCME Local 52 Health Benefits Trust Declaration of Trust
- 27 B. ASEA/AFSCME Local 52 Health Benefits Plan Booklet
- 28 13. ALASKA AFSCME RETIREE CHAPTER 52
- 29 A. AARC52 Constitution
- 30 B. AARC52 Policies and Procedures
- 31 14. CODE OF ETHICAL PRACTICES
- 32 15. OCCUPATIONAL CLASSIFICATIONS

\* \* \*

NEW GOVERNING CORPORATE DOCUMENT: Proposed Language

Motion 05-077A (Amendment)

Moved by Michael Williams, seconded by Barbara Brandt

Strike Section H. language in its entirety and replace with the following language:

- H. ~~The procedures for enforcing this Code of Ethical Practices shall be as follows:~~
1. ~~The president with the approval of the Executive Board shall appoint an Ethical Practices Committee (EPC) consisting of three officers of the union and one chapter president not serving on the State Executive Board. The president shall also appoint from the group, one executive officer of the union who shall chair the EPC. The chair and committee members shall be appointed to a two-year term. No EPC members may be appointed to a subsequent term until each of the executive officers and chapter presidents have been appointed to one term as chair or member of the EPC.~~

**ASEA/AFSCME Local 52 State Executive Board  
Quarterly Meeting  
February 6-7, 2005(Juneau)**

- 1           2. ~~The EPC shall work closely with AFSCME International legal counsel~~  
2           ~~and the State Executive Board.~~
- 3           3. ~~The EPC shall:~~
- 4           a. ~~Promulgate and disseminate rules and guidelines for the~~  
5           ~~enforcement of this code, subject to the advice of AFSCME~~  
6           ~~legal counsel and the State Executive Board;~~
- 7           b. ~~Investigate or cause to investigate charges of violations of this~~  
8           ~~code in accordance with procedures set forth in section H (4);~~
- 9           c. ~~In the absence of a charge, and with notice to the Executive~~  
10           ~~Board, initiate an investigation where the EPC has reasonable~~  
11           ~~suspicion that an Ethical Code violation has occurred. The~~  
12           ~~investigation shall be conducted as set forth in section H (4)~~  
13           ~~for investigating a charge; and,~~
- 14           d. ~~Report on the disposition of all completely investigated charges~~  
15           ~~to the State Executive Board.~~
- 16           4. a. ~~A charge of a violation of this Code of Ethical Practices~~  
17           ~~may be filed only by a member of ASEA. Such charge must be~~  
18           ~~specific and must, to the extent possible, be supported by~~  
19           ~~substantiating documentation.~~
- 20           b. ~~Unless it is clear on the face of the charge that it does not~~  
21           ~~allege a~~  
22           ~~violation of this Code of Ethical Practices, the EPC shall be~~  
23           ~~authorized and required to investigate each charge that is filed.~~  
24           ~~If, after an investigation, the EPC finds reasonable cause to~~  
25           ~~believe that a violation of this Code of Ethical Practices has~~  
26           ~~occurred, or is occurring, the EPC shall so notify the State~~  
27           ~~Executive Board. If the Executive Board agrees with the~~  
28           ~~findings, the President will make a request to the International~~  
29           ~~Judicial Panel Chair that the panel assume original jurisdiction~~  
30           ~~over the charges.~~
- 31           c. ~~The EPC and the Executive Board shall protect the identity of~~  
32           ~~members under investigation until the investigation is complete~~  
33           ~~and the Executive Board, or other member has moved forward~~  
34           ~~with Judicial Panel charges.~~
- 35           d. ~~Pursuant to the procedures of the International Constitution,~~  
36           ~~any member may bring Judicial Panel charges based on their~~  
37           ~~belief that a violation of the Code might have occurred. If no~~  
38           ~~member otherwise brings such charges, the EPC may file~~  
39           ~~charges with the appropriate trial body and take such action as~~  
40           ~~is necessary and appropriate to pursue the allegations~~  
41           ~~contained in the EPC report. A copy of the report of findings~~  
42           ~~from the EPC shall be provided to the charging party. Charges~~  
43           ~~of a violation of this policy shall be filed with the ASEA Judicial~~  
44           ~~Panel.~~
- 45           2. A charge of a violation of this Code of Ethical Practices may be filed  
46           only by a member of ASEA. Such charge must be specific and must, to  
47           the extent possible, be supported by substantiating documentation.
- 48           3. Pursuant to the procedures of the International Constitution, any  
49           member may bring Judicial Panel charges based on their belief that a  
50           violation of the Code might have occurred.

51  
52           Motion 05-077A passed, with Sue Layton objecting.  
53

1 The amended document reads as follows:  
 2  
 3

4 **CODE OF ETHICAL PRACTICES**

- 5 A. This Code of Ethical Practices shall be applicable to ASEA/AFSCME Local 52 and  
 6 all its related entities, including, but not limited to, the State Executive Board,  
 7 ASEA sponsored Benefits Trust Funds, all chapters affiliated with ASEA, and any  
 8 other related entities, all of which shall be referred to collectively herein as the  
 9 union.  
 10
- 11 B. All officers, trustees, managerial employees, and staff of the union, whether  
 12 elected or appointed, contracted, or otherwise employed, are under high  
 13 fiduciary duty and a sacred trust to honestly and faithfully serve the best  
 14 interests of ASEA and its membership.  
 15
- 16 C. No officer, trustee, or employee of the union shall own or have a personal  
 17 financial interest, which is inconsistent with such officer's or employee's  
 18 fiduciary duties. In particular, it shall not be permissible for any officer or  
 19 managerial employee of the union to:  
 20
- 21 1. have a significant financial interest in any agency, which bargains
  - 22 collectively with the union;
  - 23 2. own or have a significant financial interest in any firm which does
  - 24 business or seeks to do business with the union;
  - 25 3. make a decision, or cause a decision to be made, concerning a
  - 26 business relationship with a firm in which a parent, spouse, spousal
  - 27 equivalent or dependent child of that relationship, child, grandparent,
  - 28 grandchild, brother, sister, first or second cousin, mother-in-law,
  - 29 father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law,
  - 30 step sibling or step or foster parent or child, uncle, aunt, niece, nephew
  - 31 or business partner of such officer, trustee, or managerial employee
  - 32 has a significant financial interest.  
 33
- 34 D. No officer, trustee, or employee of the union shall accept any gift or personal  
 35 payment that is of greater than nominal value from any employer which  
 36 bargains collectively with the union, other than regular pay or benefits for work  
 37 performed as an employee of such employer, or from any business or  
 38 professional firm which does business or seeks to do business with the union.  
 39
- 40 E. No officer, trustee, or employee of the union who serves in a fiduciary position  
 41 with respect to, or who otherwise exercises responsibilities or influence in the  
 42 administration of, a retirement, health or welfare benefit fund or plan shall  
 43 have a significant financial interest in any investment manager, insurance  
 44 carrier, broker, consultant or other firm doing business or seeking to do  
 45 business with such fund or plan. For the purpose of this provision, a benefit  
 46 "fund" or "plan" means a fund or plan sponsored by the union.  
 47
- 48 F. No officer, trustee, or managerial employee of the union shall convert any  
 49 funds or other property belonging to the union to such individual's personal use  
 50 or advantage.  
 51
- 52 G. Unless otherwise provided for in applicable law, no person who has been  
 53 convicted of any felony involving the infliction of grievous bodily injury, any

1 crime of dishonesty or theft, or any crime involving misuse or abuse of such  
 2 person's position or employment in a labor organization or an employee benefit  
 3 fund within the past seven years shall serve as an officer, trustee, managerial  
 4 employee, contracted employee, or employed staff of the union.  
 5

- 6 H. The procedures for enforcing this Code of Ethical Practices shall be as follows:  
 7  
 8 1. The president with the approval of the Executive Board shall appoint an  
 9 Ethical Practices Committee (EPC) consisting of three officers of the  
 10 union and one chapter president not serving on the State Executive  
 11 Board. The president shall also appoint from the group, one executive  
 12 officer of the union who shall chair the EPC. The chair and committee  
 13 members shall be appointed to a two-year term. No EPC members  
 14 may be appointed to a subsequent term until each of the executive  
 15 officers and chapter presidents have been appointed to one term as  
 16 chair or member of the EPC.  
 17 2. The EPC shall work closely with AFSCME International legal counsel  
 18 and the State Executive Board.  
 19 3. The EPC shall:  
 20 a. Promulgate and disseminate rules and guidelines for the  
 21 enforcement of this code, subject to the advice of AFSCME  
 22 legal counsel and the State Executive Board;  
 23 b. Investigate or cause to investigate charges of violations of this  
 24 code in accordance with procedures set forth in section H (4);  
 25 c. In the absence of a charge, and with notice to the Executive  
 26 Board, initiate an investigation where the EPC has reasonable  
 27 suspicion that an Ethical Code violation has occurred. The  
 28 investigation shall be conducted as set forth in section H (4)  
 29 for investigating a charge; and,  
 30 d. Report on the disposition of all completely investigated charges  
 31 to the State Executive Board.  
 32 4. a. A charge of a violation of this Code of Ethical Practices may be  
 33 filed only by a member of ASEA. Such charge must be specific  
 34 and must, to the extent possible, be supported by  
 35 substantiating documentation.  
 36 b. Unless it is clear on the face of the charge that it does not  
 37 allege a  
 38 violation of this Code of Ethical Practices, the EPC shall be  
 39 authorized and required to investigate each charge that is filed.  
 40 If, after an investigation, the EPC finds reasonable cause to  
 41 believe that a violation of this Code of Ethical Practices has  
 42 occurred, or is occurring, the EPC shall so notify the State  
 43 Executive Board. If the Executive Board agrees with the  
 44 findings, the President will make a request to the International  
 45 Judicial Panel Chair that the panel assume original jurisdiction  
 46 over the charges.  
 47 c. The EPC and the Executive Board shall protect the identity of  
 48 members under investigation until the investigation is complete  
 49 and the Executive Board, or other member has moved forward  
 50 with Judicial Panel charges.  
 51 d. Pursuant to the procedures of the International Constitution,  
 52 any member may bring Judicial Panel charges based on their  
 53 belief that a violation of the Code might have occurred. If no

1 member otherwise brings such charges, the EPC may file  
 2 charges with the appropriate trial body and take such action as  
 3 is necessary and appropriate to pursue the allegations  
 4 contained in the EPC report. A copy of the report of findings  
 5 from the EPC shall be provided to the charging party.

- 6  
 7 I. Nothing contained herein shall limit the rights of an individual otherwise  
 8 provided for in the International Constitution, ASEA Local 52 Constitution, ASEA  
 9 Local 52 Policies & Procedures, any applicable Collective Bargaining Agreement,  
 10 Alaska municipal ordinances, Alaska State laws, or Federal laws.

11  
 12 During debate on the question, Stephen Wright presented a letter with comments from his  
 13 constituency; Sue Layton read a prepared statement in opposition into the record. (See  
 14 Exhibits 2 and 3.)

15  
 16 (The Chair calls for a brief break at 9:47 a.m., resuming the record at 10:05 a.m.)

17  
 18 Motion 05-077B (Amendment)

19 Moved by Wade Wahrenbrock, seconded by Sue Layton

20 To delete the use of the term "ASEA sponsored benefits trust fund" in Section A, and  
 21 delete the use of term "trustees" as found in subsequent sections of the Code of Ethical  
 22 Practices."

23 Larry Nakata called for the question, without objection.

24 Motion 05-077B failed by ruling of the Chair.

25  
 26 A roll call vote is called for by Sue Layton.

27 Motion 05-077B failed on the following roll call vote: Barbara Brandt, no; Billie  
 28 Benedict, no; Gloria Eggleton, no; Gordon Glaser, no; Karen Zubillaga, no; Larry  
 29 Nakata, no; Michael Williams, abstain; Stephen Wright, yes; Sue Layton, yes; Toya  
 30 Winton, no; Wade Wahrenbrock, yes.

31  
 32 Motion 05-077 passed, as amended, with Wade Wahrenbrock, Stephen Wright, and Sue Layton  
 33 objecting.

34  
 35 (The Chair calls for a brief break was taken at 10:48 a.m., resuming the record at 10:56 a.m.)  
 36 Area Field Services Director Tam Tocher is recognized upon her arrival.)

37  
 38 Policy 6.00.000, "Hudson Procedure," section C.

39  
 40 Main Motion 05-078 (Approval of Policy 6.00.000.C)

41 Moved by Michael Williams, seconded by Toya Winton

42 To approve Policy 6.00.000.C. as presented.

43  
 44 6.00.000 HUDSON DECISION PROCEDURE

45 A. ASEA/AFSCME Local 52's Hudson Procedure shall be approved by AFSCME  
 46 International prior to being provided to agency fee payers.

47 B. The ASEA/AFSCME Local 52 Hudson Procedure is being implemented in compliance  
 48 with the requirements of the U.S. Supreme Court's decision in Chicago Teachers,



- 1 A. All stewards will receive ASEA/AFSCME Local 52 or AFSCME steward training. It is  
 2 the responsibility of ASEA/AFSCME Local 52 professional staff and AFSCME staff to  
 3 provide this training at least annually.  
 4 B. If the steward has not received training at the time of his/her election, the  
 5 steward shall take the training within six (6) months after becoming a steward.  
 6 C. New Stewards must complete the mandatory steward training within six (6)  
 7 months of his/her election to remain as a steward.  
 8

9 9.04.000 CHAPTER POLICY

- 10 A. Upon approval of the Statewide Chief Stewards Committee a chapter may adopt  
 11 a steward policy appropriate to its unique circumstance and preference, so long  
 12 as that policy does not conflict with ASEA/AFSCME Local 52 policy.  
 13 B. The Chapter Steward Policy shall be filed with the ASEA/AFSCME Local 52  
 14 Business Manager.  
 15

16 9.05.000 GUIDELINES FOR STEWARDS (Procedures)

- 17 A. When working on members' cases, it is strongly recommended that stewards work  
 18 in pairs. This allows a primary and secondary steward to function on each case and  
 19 provides a "witness" at key meetings. In addition, the alternate is available  
 20 whenever the primary steward is not available.  
 21 B. It is the duty of stewards to develop and maintain a detailed case file of written  
 22 records and notes to effectively represent the member. Stewards should take  
 23 extensive notes during any meeting with management.  
 24 C. The steward's duty and role is to be an advocate for the member and not to be  
 25 concerned with their personal relationship with management. The steward's  
 26 primary job is to protect and defend the rights of every member.  
 27 D. If a member is in error, it is appropriate for the steward to provide counseling and  
 28 to inform the member of the potential repercussions. This counseling must always  
 29 be conducted in private and not communicated to management in any way.  
 30

31 9.06.000 SELECTION AND DISTRIBUTION OF STEWARDS

- 32 A. The general policy of the Union is that there should be one steward per shift per  
 33 thirty (30) members at each job site. Job sites with less than 30 members shall  
 34 have a steward.  
 35 B. The Local Chapter Executive Board shall develop a list of job sites. The list of job  
 36 sites must be approved by the Statewide Chief Stewards Committee.  
 37 C. Each job site should be represented by a steward who works in the job site and  
 38 is elected by a majority of those members voting in the job site. In accordance  
 39 with 9.04.000.A the chapter may submit to the Statewide Chief Stewards  
 40 Committee an alternate election procedure for approval. Each chapter's  
 41 executive board is responsible for conducting elections of stewards within the  
 42 following general policy guidelines.  
 43 1. The ASEA/AFSCME Local 52 Business Manager (or designee), through  
 44 the secretary or chief steward of each chapter, will provide a list of  
 45 eligible voters.  
 46 2. Public notification must be given no less than fifteen (15) days in  
 47 advance of the election of stewards.  
 48 3. In the event the required number of stewards are not filled by the  
 49 election, then the chief steward, may appoint stewards after verifying  
 50 members' status with Union professional staff.  
 51 D. The steward's term of office shall be two years. In the event a steward does not  
 52 complete the term, the chapter chief steward may appoint a steward in  
 53 accordance with 9.06.000.C.3.

- 1 E. To be eligible to become a steward, a member must be in good standing with  
2 ASEA/AFSCME Local 52 for at least one year.
- 3 F. The Business Manager will provide the State Department of Administration a  
4 steward list.
- 5
- 6 9.07.000 STATEWIDE STEWARD STRUCTURE
- 7 9.07.010 Chapter Steward Committee
- 8 A. Each chapter shall have a steward committee.
- 9 B. Stewards in a chapter shall make up the Chapter Steward Committee.
- 10 C. The Chapter Steward Committee shall have a Chief steward elected by the  
11 stewards from the Chapter Steward Committee.
- 12 D. All chapter stewards work under the general direction of the chapter chief  
13 steward and the ASEA/AFSCME Local 52 professional staff.
- 14 E. The Chief Steward's term of office shall run concurrently with his/her term as an  
15 elected steward.
- 16 F. In the event a chapter has only one steward that steward shall be the Chief  
17 Steward.
- 18 9.07.020 Statewide Chief Stewards Committee
- 19 A. The Union shall have a Statewide Chief Stewards Committee.
- 20 B. The Statewide Chief Stewards Committee shall be made up of the chapter chief  
21 stewards.
- 22 C. The Statewide Chief Stewards Committee shall have a chairperson who shall be  
23 elected by the Chief Stewards.
- 24 D. Each Chief Steward's vote shall be weighted in accordance with the number of  
25 delegates their chapter was allocated at the most recent ASEA/AFSCME Biennial  
26 Convention.
- 27 E. A quorum shall consist of seven (7) members.
- 28 9.07.030 Member Action Team
- 29 A. Member Action Team (MAT) shall be in place in the chapter using the MAT  
30 structure.
- 31 B. Stewards and union officers shall be part of MAT.
- 32
- 33 9.08.000 DISCIPLINE AND REMOVAL OF STEWARDS
- 34 9.08.010 The Steward Review Panel
- 35 A. The Statewide Steward Review Panel shall consist of the Chief Stewards from  
36 Anchorage, Fairbanks, Juneau and one (1) from Rural. The rural member shall be  
37 selected by the rural Chief Stewards.
- 38 B. A quorum of three (3) members is required.
- 39 C. The Chief Steward who is from the region where a complaint occurs shall be  
40 excluded from that panel.
- 41 9.08.020 Procedures
- 42 A. Complaints against a steward.
- 43 1. The Chairperson of the Statewide Stewards Review Panel will select two (2)  
44 or more panel members to investigate written complaints received. The  
45 Panel shall request a written response to the complaint by the steward  
46 involved.
- 47 2. Steward Review Panel members will not investigate complaints or vote on  
48 issues involving their own work units, divisions, or departments within the  
49 region of their designated seat.
- 50 3. Upon completion of the investigation, the Panel will make a written decision  
51 whether to charge the steward or dismiss the complaint. A decision will be  
52 based on the merit(s) of the complaint(s) and will require the concurrence  
53 of at least two (2) panel members.

- 1                   4.       The Panel will submit all charges and recommendations to the Statewide  
2                   Chief Stewards Committee in writing, with a copy sent to the charged  
3                   steward. Charges need to provide specific reference to names, dates,  
4                   places, and the grounds for complaint. The Chief Stewards Committee  
5                   shall conduct a hearing to consider the action to be taken. The steward  
6                   shall have full due process rights. A steward who is charged shall have the  
7                   right to a hearing before the ASEA/AFSCME Local 52 Judicial Panel.
- 8                   B.       In the event a complaint is brought against a chief steward, it is to be submitted to  
9                   the ASEA/AFSCME Local 52 Judicial Panel.
- 10                  C.       A steward **may** only be dismissed as a steward for a violation of **Art. X** of the  
11                  AFSCME Constitution, or for the failure to perform their duties and responsibilities as  
12                  a steward.

13  
14 Motion 05-079 passed as corrected, with Sue Layton objecting.

15  
16                               Policy 42.00.000, "Catastrophic Medical Leave Bank," section J.

17  
18 Main Motion 05-080 (Adoption of Policy 42.00.000)

19 Moved by Barbara Brandt, seconded by Toya Winton

20 To approve Policy 42.00.000, presented as follows:

- 21  
22       42.00.000        ASEA/AFSCME LOCAL 52 CATASTROPHIC MEDICAL LEAVE BANK  
23       Upon separation from state service, a maximum of fifteen (15) hours in an employee's  
24       medical leave bank shall be transferred to a GGU Catastrophic Medical Leave Bank.
- 25       A.       The priority of the GGU Catastrophic Medical Leave Bank is to maintain the  
26       member in health plan coverage.
- 27       B.       Catastrophic medical leave shall be granted exclusively to GGU members.
- 28       C.       Only GGU members who have exhausted their annual and sick, personal leave,  
29       individual medical bank leave and all donated leave shall be eligible for  
30       catastrophic medical leave.
- 31       D.       GGU members who have exhausted their Family Medical Leave Act entitlement,  
32       but who remain entitled under Alaska Medical Leave Act, shall have first access  
33       to available leave.
- 34       E.       Catastrophic medical leave is granted for medical disabilities, as defined under  
35       the FMLA. Catastrophic leave is not intended for non-medical disability purposes  
36       (i.e., pregnancy, childbirth, adoptive leave). Members who are not eligible for  
37       FMLA due to the threshold requirement, but who otherwise meet the FMLA  
38       entitlement, are eligible for catastrophic leave.
- 39       F.       Catastrophic leave requests must be for five (5) workdays or more. Leave shall  
40       normally be disbursed in blocks of 37.5 hours.
- 41       G.       The normal maximum benefit for each member for each catastrophic is 187.5  
42       hours.
- 43       H.       Requests for catastrophic leave will be reviewed and approved by the Business  
44       Manager or his/her designee under these guidelines.
- 45       I.       The Business Manager or his/her designee shall advise the Director of the  
46       Division of Personnel regarding a bargaining unit member's leave approval and  
47       the number of hours to be withdrawn from the GGU Catastrophic Medical Leave  
48       Bank.
- 49       J.       If a member does not use their Catastrophic Medical Leave within ninety (90)  
50       days the leave shall be returned to the Catastrophic Medical Leave Bank. The  
51       sole exception is if the member dies, in which case unused Catastrophic Medical  
52       Leave will be paid out as if it were Sick Leave.

1  
2 Motion 05-080 passed, without objection.

3  
4 **REPORTS – Business Manager**

5 Budget Review/Update – FY05 Financials YTD

6 The Business Manager presented an overview of the Budget and FY05 Financials YTD.

7 Barbara Brandt advised the Business Manager that the Midnight Sun Chapter had agreed  
8 to donate one thousand dollars to the Women’s Issues Committee (WIC), and asked how that  
9 should be handled on the books of the Union. The Business Manager will discuss with the  
10 accountant, Scott Dutton, on how that should be handled and get back with Barbara.

11  
12 (The Chair called for a lunch break at 12:01 p.m., resuming the record at 12:52 p.m.)

13  
14 Proposed FY06 Budget

15  
16 Main Motion 05-081 (Executive Session)

17 Moved by Michael Williams, seconded by Gloria Eggleton

18 To enter into executive session for the purpose of confidentiality of negotiations and/or litigation.  
19 Motion 05-081 passed, without objection.

20  
21 (The State Executive Board entered into executive session at 12:55 p.m., resuming general  
22 session at 1:29 p.m.)

23  
24 The Business Manager reviewed the proposed FY06 Budget with the Board.

25  
26 Collections Update

27 The Business Manager updated the Board on Staff’s efforts to assure new GGU employees are  
28 signed up and the efforts to collect dues arrearages against New Hires and old accounts.

29  
30 Grievance and Arbitrations

31 Business Manager Jim Duncan refers the board to the Business Agent case update and the  
32 arbitrations status report.

33  
34 Steward/MAT Training

35 The status of training sessions and the number of stewards having attended thus far was given  
36 presented by the Business Manager.

37 Wade Wahrenbrock asked that a listing of all stewards in the Rural areas who have not  
38 yet signed up for the training be given him, with a list of all his stewards for Cook Inlet Chapter,  
39 to allow him to encourage those stewards who have not yet signed up to do so.

40  
41 Kudos to Staff for Steward/MAT Training

42 BARBARA BRANDT: Pat Moss, the Midnight Sun Chapter President, wanted  
43 me to convey to you, Jim, thanks for such wonderful training. She has been a steward from  
44 probably Day 1, has many years experience. She said this was the best training she has ever  
45 received and that she hopes that we continue.

1 JIM DUNCAN: I appreciate that comment. I will take it back to George, who  
 2 put the training together; George Zuke and of course Kelly (Brown) and Bill (Johnson) assisted  
 3 in that training. So staff will be pleased to know that.

4  
 5 Business Leave Bank

6 A brief overview of the Business Leave Bank activity revealed that the account balance has  
 7 again been increasing.

8  
 9 Main Motion 05-082 (Executive Session)

10 Moved by Toya Winton, seconded by Gloria Eggleton

11 To enter into executive session for the purpose of protecting the confidentiality of negotiations  
 12 and/or litigation.

13 Motion 05-082 passed, without objection.

14  
 15 (The State Executive Board entered executive session at 2:12 p.m., resuming general session at  
 16 2:28 p.m.)

17  
 18 Catastrophic Leave Bank Update

19 Business Manager Jim Duncan gives an update as to current hours. A Letter of Agreement  
 20 (LOA) is being sought for additional hours that may be retrievable.

21  
 22 Personal Leave/Annual Leave

23 The Business Manager presented a follow-up report before the Board on the research requested  
 24 by Toya Winton at the last meeting.

25  
 26 2004-2007 CBA Monetary Terms

27 Monetary Terms of the GGU Collective Bargaining Agreement have been timely submitted to  
 28 the Legislature by the Governor. The Supplemental bill will include the retro-reimbursement of  
 29 Health Benefits contributions. The process of reimbursement is yet to be signed off through a  
 30 LOA, but a commitment has been received on the payroll adjustment. An LOA is still being  
 31 sought on the timing of that implementation.

32  
 33 (The Chair called for a brief break at 2:32 p.m., resuming the record at 2:44 p.m.)

34  
 35 Legal Trust

36 Regarding the pending AFSCME audit of the Legal Trust, a date is now being scheduled to  
 37 perform the audit.

38 It was reported that the Directors and Officers Liability Insurance will not cover the costs  
 39 associated with the Legal Trust lawsuit.

40  
 41 Health Trust

42 The Business Manager spoke with regard to two letters: the 1/26/05 letter to Health Trust  
 43 regarding a request to change the eligibility date that new GGU members are eligible for health  
 44 care coverage for the plan year beginning 7/1/05; and, the 2/2/05 letter to the Health Trust  
 45 regarding the ASEA Biennial Convention Resolutions, requesting status.

1 With reference to the Alaska state statute requiring state employees be provided health  
2 insurance coverage through the state, Barbara Brandt requested that the Business Manager check  
3 the statute to see if there is a mandated time on which coverage must be provided.

4  
5 Geo Diff Study Update

6 The Union is pressing the Legislature to appropriate the money to get this study done. It has  
7 been 20 years since it has been done (it should by statute be done every five years). Once the  
8 Legislature obtains a new geographic differential study, the Union will need to take a positive  
9 action to adopt it into the GGU Collective Bargaining Agreement.

10  
11 Rural Chapter Travel

12 In response to Wade Wahrenbrock's request for an update on action of the Union to comply to  
13 the convention resolution requesting visitations by the Business Agents and the Rural  
14 Representative on the State Executive Board, an update to the Union's compliance was given.  
15 Valdez and Cordova have not yet been visited by the Business Agents, but the figures do not  
16 include George Zuke's visitations or the Business Manager's visitations to the chapters.

17  
18 Motion 05-083 (Rural Board Meeting Schedule)

19 Moved by the Chair, and discussed.

20 To address the Rural Board Meeting Schedule as a new item under New Business.

21 Motion 05-083 passed, without objection.

22  
23 Expense Report Approval for Stephen Wright

24  
25 Main Motion 05-084 (Expense Report Approval)

26 Moved by Karen Zubillaga, seconded by Wade Wahrenbrock

27 To approve the expense report in the amount of \$74.50 for per diem/transportation for strike and  
28 contract negotiations in May 2004.

29 Motion 05-084 passed, without objection.

30  
31 Business Manager Schedule

32 Presenting his travel schedule, the Business Manager is scheduled to attend the following events:

- 33 • Leaving March 5, 2005, to attend the March 6-11, 2005 Council Directors Institute in  
34 Maryland.
- 35 • On March 14-15, 2005, he will attend a meeting of the AFSCME 21st Century  
36 Committee's Political Subcommittee and return on March 16th. (AFSCME is paying for  
37 airfare costs)
- 38 • On May 13-15, 2005, he will speak at the Oregon AFSCME Council 75 Biennial  
39 Convention, to be held in Seaside OR.

40  
41 Chapter Reporting Update

42 There are nine chapters to yet submit their financial statements.

43 Wade Wahrenbrock requested a copy to the Board on follow-up correspondence to  
44 chapters who have yet to submit their financials to the Union.

1 ASEA 11<sup>th</sup> Biennial Convention 2006

2 The Union has locked in the dates of March 16-19, 2006, with the Anchorage Hilton Hotel; and  
3 has signed a contract with Parliamentarian Mary Randolph.

4  
5 /end of Business Manager's Report

6  
7 **REPORTS - President**

8 Recognition of Larry Nakata's Service on the Board

9 President Gordon Glaser presented a plaque with picture, that read as follows:

10 "Larry Nakata, Thank you for years of dedicated service and wise leadership.  
11 Your efforts improved lives for ASEA members and their families. From a  
12 grateful union."

13 The Board applauded Larry, who will be retiring from state service on May 1, 2005.

14  
15 Subcommittee Report: ASEA Executive Board Retreat

16 A discussion was held on the merits of a resume submitted by Kevin P. Boyle of Boyle &  
17 Associates. IVPs Ken Allen and Greg Devereux highly recommended Mr. Boyle as a facilitator  
18 for the ASEA Executive Board Retreat.

19  
20 (Instruction of the Board to the Business Manager: Put together the retreat budget, contact Boyle  
21 and get questions he needs to have answered. Bring back to Board, with any information on  
22 applicable grants through AFSCME.)

23  
24 (Juneau Chapter Member Sheila Fowlkes is in attendance at the meeting as an observer.)

25  
26 Subcommittee Report: Evaluation Of Business Manager

27  
28 Main Motion 05-085 (Executive Session)

29 Moved by Barbara Brandt, seconded by Toya Winton

30 To move into executive session for the purpose of protecting the privacy of individuals.

31 Motion 05-085 passed, without objection.

32  
33 (The State Executive Board entered into executive session at 4:00 p.m., resuming general session  
34 at approximately 4:20 p.m.)

35  
36 Main Motion 04-086 (Evaluation of the Business Manager)

37 Moved by the Business Manager Evaluation Subcommittee, seconded by Toya Winton

38 The Business Manager Evaluation Subcommittee concludes that Jim Duncan is doing an  
39 excellent job. The Subcommittee commends Jim for his hard work and dedication to improving  
40 ASEA and the well being of its members.

41 Motion 04-086 passed, with Sue Layton abstaining.

42  
43 THE CHAIR: Let the record also show that if the President had to vote,  
44 he would have voted in the affirmative.

1 **REPORTS - Committees**

2 Bush Community Committee

3 Committee Liaison and Rural Representative Wade Wahrenbrock reported that at the last  
4 meeting of the Bush Community Committee that David Bradbury, who was the chair of the  
5 committee, left state service. The committee has been inactive for the last three months. Efforts  
6 are being made to reactivate the committee.

7  
8 Women's Issues Committee (WIC)

9 Committee Secretary Nadine Lefebvre read the committee report into the record. (See Exhibit 4)

10 Wade Wahrenbrock questions whether the WIC has identified those health coverages to  
11 the Trust that were not covered in the convention resolutions, put forward by the Women's  
12 Issues Committee of that 2004 ASEA Biennial Convention. Ms. Lefebvre listed a number of  
13 preventive medical procedures that are not covered by the ASEA Health Trust but covered by  
14 other unions and affirms that WIC is in communication with the Health Trust.

15 In response to questions by Treasurer Karen Zubillaga, Ms. Lefebvre described some of  
16 the fundraising efforts that the committee is considering; i.e., an online auction, soliciting to  
17 other ASEA chapters, selling items.

18  
19 Class I Committee

20 A written report was submitted for the Board's review. (See Exhibit 5)

21 Chairperson Gloria Eggleton reported that there was visitation at a lot of the worksites  
22 where problems were being experienced. Barbara Brandt brings forward a name in the  
23 Fairbanks area for Gloria to contact on behalf of the Class I committee.

24  
25 Communications Committee

26  
27 Main Motion 05-087 (Defer Agenda Item)

28 Moved by Larry Nakata, with discussion

29 To defer the Communications Committee report until tomorrow, to allow consolidation of the  
30 report with Reber Stein's presentation.

31 Motion 05-087 passed, without objection.

32  
33 **MEMBER COMMENTS**

34 A telephonic connection was established for all incoming calls from members wishing to address  
35 the Board. The following members were present:

- 37 • Chris Pace, Juneau Chapter Member – Re scheduling of member comments versus Board
- 38 consideration of the Ethics Code; executive sessions.
- 39 • Sheila Fowlkes, Juneau Chapter Member – Ethics Code.

40  
41 Main Motion 05-088 (Evening Recess)

42 Moved by Michael Williams

43 To recess for the evening.

44 Ruled out of order by the Chair, without objection.

45  
46 (James Wilson, Juneau Chapter Member, was acknowledged.)

1 (The Chair called for the meeting to recess for the evening at 5:30 p.m., to resume general  
2 session at 8:30 a.m., February 7, 2005.)

3  
4 **DAY 2**

5  
6 **CALL TO ORDER AND ROLL CALL (8:31 a.m.)**

7 The quarterly business session of the State Executive Board reconvened at the Goldbelt Hotel in  
8 Juneau AK and was called to order at 8:31 a.m. by President Gordon Glaser. Secretary Michael  
9 Williams called the roll and noted for the record the following board members and staff to be  
10 present. The presence of a quorum was declared.

11  
12 Present were:

13 Barbara Brandt, Northern Region (Fairbanks/Northstar Borough) Representative

14 Billie Benedict, Professional Representative

15 Gloria Eggleton, Class I Representative (Arriving at 8:37 a.m.)

16 Gordon Glaser, President

17 Karen Zubillaga, Treasurer

18 Larry Nakata, Central Region Representative (Anchorage)

19 Michael Williams, Secretary

20 N. Sue Layton, Administrative Support Representative

21 Stephen Wright, Southeast (Juneau) Representative (Arriving at 8:33 a.m.)

22 Toya Winton, Technical Representative

23 Wade Wahrenbrock, Rural Representative

24 Jim Duncan, Business Manager (with voice; no vote)

25  
26 Absent: As noted above.

27  
28 Also present: AFSCME International Vice President Ken Allen, AFSCME International Vice  
29 President Greg Devereux, Regional Director Tam Tocher, and Administrative Assistant Roberta  
30 Holmes-Carter.

31  
32 ***Main Motion 05-089 (Suspend the Orders of the Day)***

33 Moved by Michael Williams, seconded by Barbara Brandt

34 To suspend the orders of the day to allow the IVPs to make their presentations to the Board.

35 Motion 05-089 passed, without objection; Gloria Eggleton and Stephen Wright not present.

36  
37 **PRESENTATIONS OF THE AFSCME INTERNATIONAL VICE PRESIDENTS**

38  
39 **IVP Greg Devereux (Washington Federation of State Employees Council 28, Olympia WA)**

40  
41 Two reports were distributed, "Northwest Region IVP Report: AFSCME International  
42 Executive Board Meeting, September 30 – October 1, 2004"; and, "Northwest Region IVP  
43 Report: AFSCME International Executive Board Meeting, December 2-3, 2004."

44  
45 GREG DEVEREUX: What I have passed around are the two  
46 reports that we have done, from the two board meetings since the convention. And I  
47 think I can speak for both Ken and I, you know, we ran on a platform of being strong

1 voices for the Northwest and I think we really have been, I think you will see in a  
2 number of ways. But also we ran, I think, to make sure the International is very  
3 accountable and we wanted to make sure there was a lot of communication between  
4 D.C. and the Region.

5 The first report, the September 30 – October 1<sup>st</sup>, much of the – this is  
6 prior to the National election, so much of the discussion was around politics and  
7 organizing and Field Services. There was a nationwide campaign, non-person, political  
8 program aimed at Family Child Care Provides, and Ken will probably talk about that in his  
9 report because he did a lot in Oregon. They are still organizing Child Care folks there.  
10 But this was an attempt to reach out to Child Care Providers, to not necessarily organize  
11 them but reach out to them and, for political reasons, get them motivated in that way  
12 and then ultimately to organize them in the future.

13 There also was a very interesting report at that particular board meeting  
14 by the General Counsel, kind of laying out some of the key decisions by the NLRB. And  
15 you can see in this document, citing the national security concerns, the Board reversed  
16 Weingarten Rights for unorganized workers during their disciplinary interviews.

17 The Board also re-examined decertification protection that is afforded  
18 the Union, that achieves voluntary recognition and overturning an earlier decision that  
19 the Board ruled, that Graduate Assistants could no longer be considered employees.

20 And these were just examples. This was pre-election of what the NLRB,  
21 some of their decisions, and a lot of those decisions as you know influence what happens  
22 to us. So post-election I think we can expect – we have seen some decisions since the  
23 election, but we could see many more.

24 The rest of that particular board meeting was spent talking about the  
25 21<sup>st</sup> Century Committee, and I think Ken is going to spend most of his time talking about  
26 that; so I will leave that to him.

27 You can see throughout this report, the short report, that we have tried  
28 to identify any votes that we have taken on the Board so that folks know exactly how the  
29 International Vice Presidents voted on particular issues.

30 The next report in December, there was a lot of discussion, kind of post-  
31 election, about what happened and what to do in the future. And then there was – as  
32 you can see there was a lot of discussion on organizing. Since there wasn't that many  
33 gains in the states, you know, the feeling was, "We're not going to pass any major  
34 collective bargaining laws in the states." In fact, a number have been rolled back in  
35 Missouri, Indiana, and other places. And so the discussion was focused around, you  
36 know, "What do we do without that option? How do we develop voluntary member  
37 organizing programs? How do we develop associate membership programs?" And then  
38 there was kind of a detailing of some of the organizing campaigns around the country.

39 Chuck Loveless talked a lot about, you know, what we would expect  
40 legislatively. I am sure you have read quite a bit about Social Security, by right now,  
41 which continues and there will be a number of things like that, that could seriously affect  
42 all of our members and other folks as well.

43 I think the most significant thing, from our vantage point at that  
44 meeting, at the December board meeting, was really a discussion of the  
45 Budget. We had always been told that the AFSCME budget was pretty much a pro  
46 forma, five, ten-minute discussion, and that's it. And I think both Ken and I really felt  
47 that, you know, the budget should – you should be comparing it to what you are doing,  
48 what the mission of the organization is, and there should be a real prioritization of this.  
49 So both of us didn't hesitate to speak up.

50 The discussion, I think, was more along the lines of two hours. There  
51 were many, many discussions of the particular items and, you know, what the  
52 prioritizations would be. And kind of at the end of the day, the feeling was that the 21<sup>st</sup>  
53 Century would really use the budget in what they are looking at and would compare it to

1 the budget and would prioritize in that process. So I think that particular committee –  
 2 you know, it is going to be yearlong process. Jim (Duncan) is going to be involved as  
 3 well, and that is really going to set the direction, I believe, for the Union for a long time.

4 So what we have tried to do since then, we have put together a website  
 5 for the Northwest Region. There are links, and we put these reports – and what we do is  
 6 kind of a quick summary report, but we can get the documentation of every single – you  
 7 know, the reports from all the various departments of AFSCME. They are quite lengthy.  
 8 We can get all of that to anybody who wants to see any particular issue.

9 We try to put our reports on this website, and you can see currently the  
 10 address is there. It is going to be [www.nwafscme.unionactive.com](http://www.nwafscme.unionactive.com); and email contact at  
 11 [www.nwafscme.org](http://www.nwafscme.org). You can see there are links to either Local 52, all the Councils or  
 12 Locals in this region, little bios on us and how to contact us with questions as well. So it  
 13 is just another way, I think, also not only to spread the news of the Region, but also to  
 14 kind of put best practices forward.

15 As you saw yesterday in the discussion of the facilitator, you know,  
 16 Council 28 went out and we started interviewing facilitators in Washington State. We  
 17 were well on that path when Ken suggested Kevin Boyle. We included him – you know,  
 18 we thought he was tremendous. You may now do that, and that is kind of the best  
 19 practice. It takes everybody a lot of time and none of us have to reinvent the wheel. So  
 20 we like to put things that we are doing, innovative things, on this website so that the  
 21 people can get the best ideas and not have to recreate it. So any questions you might  
 22 have of us.

23 We were just talking this morning, trying to finalize – we are going to  
 24 have a regional conference as well. Tentatively it is going to be in June, so we will get  
 25 those dates out once we have a place and it is finalized.

26  
 27 (Instruction of the President to the Business Manager: Include the  
 28 [www.nwafscme.unionactive.com](http://www.nwafscme.unionactive.com) web link on the ASEA website.)

29  
 30 IVP Ken Allen (Oregon AFSCME Council 75, Portland OR)

31  
 32 KEN ALLEN: The 21<sup>st</sup> Century Committee was brought about by  
 33 a resolution at last year's convention. It was part of their 50-cent dues increase that  
 34 sunset. The purpose of the resolution was to create a committee to take a look at the  
 35 way the Union operates. We actually had a two-day retreat of the International  
 36 Executive Board to talk about the scope of that. There were people that wanted to keep  
 37 it pretty limited in scope, and we pretty much fought it and said, "No. Everything needs  
 38 to be on the table for how this union operates." You know, What should the  
 39 International continue doing and what should the Councils and Locals be responsible for?  
 40 What resources are necessary at each level. Are there things that we are not  
 41 emphasizing now that we should be?

42 A lot of that discussion has to be: What resources do we have and how  
 43 do we match them with the top priorities are of the affiliates, because it is the affiliates  
 44 that primarily deliver the services to members. Right? At your Local level and at my  
 45 Council level, we are the ones responsible for delivering services.

46 So I look at the whole Union as kind of a three-legged stool: We have  
 47 organizing, politics, and representation, and how much are we going to put in each one  
 48 of those areas to make us a more bigger union, to make us more powerful politically and  
 49 economically to provide better representation for our members. So that is really what  
 50 the discussion is going to be on this committee of the future.

51 It is divided up now in subcommittees. Jim (Duncan) is on the Politics  
 52 Subcommittee, and there are ten members from around the country on each  
 53 subcommittee. I am chairing the subcommittee on Growth. Greg is on the Affiliate

**ASEA/AFSCME Local 52 State Executive Board  
 Quarterly Meeting  
 February 6-7, 2005(Juneau)**

1 Capacity Committee. And what we expect to happen over the next year is that each of  
 2 those subcommittees will meet probably eight or nine times and put forward where they  
 3 think what changes need to be made to best develop and deliver the services that are  
 4 necessary. And then there will be a frank discussion about what dues are necessary to  
 5 provide those services and such.

6 Today – and I speak for myself on this one – today I am of the belief  
 7 that first we have got to identify what we are spending our dues money on now and  
 8 make sure it is being spent wisely, rather than talking about needing more dues money,  
 9 you know. First, we have got to figure where our dues are going today.

10 And I will just give you an example. I have been very frank with my members about  
 11 this. In Oregon we have vote by mail on the political situation and we have our ballots  
 12 for three weeks, and most of our members – 91 percent of our members vote, the very  
 13 highest in the country. Our members don't wait for the last four or five days to vote.  
 14 Normally, they get their ballots, they get them back in within the first ten days. The  
 15 International sent that super glossy piece out on the presidential in the last four or five  
 16 days, and it was four pages. And because we were a battleground state, it was probably  
 17 the ninth or tenth mailing my members got about the presidential. And my members,  
 18 even my people that were voting for the endorsed candidate, were pretty upset about  
 19 the mailing: "Why are we getting this so late in the cycle? What did we get nine or ten  
 20 mailings?"

21 Well, I believe in spending money on politics, but I believe on spending it wisely, and  
 22 some of those expenditures need to be examined more carefully.

23 The other things that we need to look at, the International and the folks in the  
 24 Headquarters call this – they operate in silos. The Research Department is in their silo,  
 25 the Women's Department is in another silo, each department is in a different silo and  
 26 they never work together on projects. They are all heading off in their different  
 27 directions, and only recently did they start to work together. And the Child Care  
 28 campaign that Greg mentioned is a good example.

29 The Public Affairs, the Field Services, the Organizing, and Politics have all worked  
 30 together on this campaign, rather than people working separately. And we need to  
 31 figure more of that out, both how the International departments can work better  
 32 together and how the International, the Councils and the Locals can work better  
 33 together.

34 So those are going to be some of the issues that are going to be in front of this  
 35 committee.

36 The work that was produced in the retreat, the 21<sup>st</sup> Century retreat consensus ideas,  
 37 those are probably – you ought to review those. Those are pretty high-level goals that  
 38 after two days we said, "These are what we ought to try to achieve." And the way to  
 39 achieve them are some of the projects and those, I think, will each get assigned to  
 40 subcommittees, to try to figure out whether those are achievable, how to achieve them,  
 41 and what needs to be done to achieve them. This is a work in process that just barely  
 42 got started.

43 I think this is exciting. I agree with Greg. I love my union. I love AFSCME. I am 100  
 44 percent green; I bleed green. But there are always changes that we can make to  
 45 improve. Right? We shouldn't stick our head in the sand and say we are the best and  
 46 we don't need to make changes. We do need to make changes, and we want to help  
 47 participate in making those.

48 ...

49 You know, at least in Oregon we believe more of our resources need to be spent on  
 50 growing our labor movement, you know, bringing thousands of people more into our  
 51 unions. That will make us stronger in bargaining with our employers and stronger  
 52 politically. So that is kind of our take on it.... There is a very significant AFL-CIO  
 53 executive council -- I think it is March 10<sup>th</sup>, right around that area -- and all of these

1 issues are going to come up before that meeting because the AFL-CIO Convention is in  
2 July where all of these changes are going to have to be dealt with.

3 ...

4 Mr. Allen closes with an overview of projects that Council 75 has been involved in. Both Mr.  
5 Allen and Mr. Devereux expressed their willingness to support Local 52 in similar endeavors.

6  
7 **REPORTS - Committees (continued)**

8 Grievance Review Committee

9 Panel members Teresa Anderson, Linda Grantham, and Don Faulkenburry heard the one case  
10 before the Grievance Review Committee on January 26, 2005. The Panel upheld the decision of  
11 the Union to not proceed to arbitration.

12  
13 Election Committee

14 Rural Judicial Panel Positions

15 The oversight in not placing the Rural Judicial Panel positions on the notice of nominations for  
16 Officers and Judicial Panel Members was formally noted before the Board. The Election  
17 Committee has adopted a schedule for notice, receipt of nominations, and ballot distribution, to  
18 be certain those two seats are filled by election. (See written committee report, Exhibit 6.)

19  
20 Ballot Proposition: Class I Committee

21  
22 Main Motion 05-090 (Endorsement of Class I Committee Constitutional Amendment)

23 Moved by Barbara Brandt, seconded by Gloria Eggleton

24 That the Board endorse the constitutional amendment as submitted by the Class I Committee.  
25 Motion 05-090 passed, unanimously.

26  
27 Contract Negotiating Committee

28 Toya Winton advised that the only other issue outstanding, other than those addressed by the  
29 Business Manager in his report, is the reimbursement of Health contributions, and that is before  
30 the Legislature.

31 One addition that could possibly involve the Contract Negotiating Committee, the nurses  
32 were getting standby pay of 10% and the Administration unilaterally took that away. The Union  
33 did submit a letter to management saying that we wanted to return to the table to negotiate that  
34 item, because our position is they cannot change a wage term during the contract and that  
35 changing a wage term. That would involve the negotiating team if we should ever have to go  
36 back to the table. The State has not responded. The Union has filed a ULP with the Alaska  
37 Labor Relations Agency.

38  
39 Probation/Parole Committee

40 See written committee report, Exhibit 7.

41  
42 AFSCME Corrections United National Steering Committee

43 International President Gerald W. McEntee has appointed Probation Officer J. Chris Lyou to the  
44 AFSCME Corrections United National Steering Committee, the term of which will run until after  
45 the 2006 AFSCME Biennial Convention.

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45

Election Committee (continued)

Main Motion 05-091 (Acceptance of unopposed candidates election report)

Moved by Toya Winton, seconded by Barbara Brandt

To accept the Election Committee report of 2 February 2005.

Motion 05-091 passed, without objection.

The Chair offered his congratulations to Wade Wahrenbrock, Rural Representative-elect; Michael Williams, Secretary-elect; Gloria Eggleton, Class 1 Representative-elect; and to Wyatt Wheeler, Central Representative-elect.

Gloria S. Levi is the only candidate who submitted her notice of nomination for the Anchorage seat on the ASEA Judicial Panel. She will be the new primary, replacing Kevin Holmes.

Probation and Parole Committee Report (continued)

Main Motion 05-092 (Accept Probation/Parole Committee Report)

Moved by Michael Williams, seconded by Toya Winton

To accept Probation and Parole Committee Report of 2 February 2005.

Motion 05-092 passed, without objection.

ASEA Judicial Panel

The Panel has not met in the recent past; they do not have a chair at this point. There has not been any local Judicial Panel activity since December of 2003.

President Glaser encourages the submittal of names to be considered for appointment to the ASEA Judicial Panel.

AFSCME Judicial Panel

AFSCME Judicial Panel member Barbara Brandt reports that she has not received any decisions from the International that impact ASEA's Board or the Union.

The full AFSCME Judicial Panel will be meeting the first week of March. Dates are not available at this time, but it is anticipated to be for a period of three to five days.

Motion 05-093 (Acceptance of AFSCME Judicial Panel Report)

Moved by Toya Winton, seconded by Gloria Eggleton

To accept the report presented by AFSCME Judicial Panel Barbara Brandt.

Motion 05-093 passed, unanimously.

Communications Committee

Larry Nakata reports that the Union is ready to roll out the webmail at this point. Reber will giving a briefing on how the webmail will work, the essential and major change is that we have gone away from the LDAP system. At this point in time we are now protected by a database that must be provided under the contract to us by the State, providing the same information.

Presentation on Use of the Webmail

ASEA Information Officer Reber Stein explained how members will access and utilize the webmail.

Communications Policy

Main Motion 05-094 (Communications Policy)

Moved by Larry Nakata, seconded by Stephen Wright

As an interim measure, to adopt the policy language of 2004 ASEA Biennial Convention

Resolution No. 39 and refer same to the P&P Subcommittee to review and craft more substantive policy language.

Motion 05-094 passed, without objection.

The webmail will be rolled out subsequent to the March 2005 *Solidarity Update* announcing the webmail, with the Board to be advised one week prior to the March *Solidarity Update*.

This webmail system has the capability to expand to other affiliates that come into the ASEA system.

Main Motion 03-095 (Acceptance of Committee Report)

Moved by Larry Nakata, seconded by Toya Winton

To accept the Communications Committee Report.

Motion 03-095 passed, without objection.

(The Chair called for a brief break at 10:10 a.m., resuming the record at 10:33 a.m.)

**NEW BUSINESS**

Committee Appointments

Main Motion 05-096 (ASEA Judicial Panel Appointment)

Recommendation of the Chair: To appoint Shawn Staker as the Fairbanks Alternate Member of the ASEA Judicial Panel.

Moved by Barbara Brandt, seconded by Karen Zubillaga, to accept the recommendation of the Chair.

Motion 05-096 passed, without objection.

Main Motion 05-097 (Election Committee Appointment)

Recommendation of the Chair: To appoint Debra Luker to the Election Committee.

Moved by Toya Winton, seconded by Michael Williams to accept the recommendation of the Chair.

Motion 05-097 passed, without objection.

Main Motion 05-098 (Probation/Parole Committee Appointments)

Recommendation of the Chair: To appoint Chris Lyou as Chair, Kathryn J. Brewer, Teena D. Calkin, Linda R. Gerber, Bridget H. I. Grieme, Gloria S. Levi, Michael J. Reed, and Ronda Sencibaugh to the Probation/Parole Committee.

Moved by Barbara Brandt, seconded by Michael Williams to accept the recommendation of the Chair.

Motion 05-098 passed, without objection.

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45  
46

Main Motion 05-099 (Extension of Judicial Panel Rural Appointments)

Recommendation of the Chair: To extend the appointments of Rural Judicial Panel Member Kathy Hunsicker and Alternate Member Toni Bocci until the special election ballots for those positions are counted.

Moved by Wade Wahrenbrock, seconded by Michael Williams to accept the recommendation of the Chair.

Motion 05-099 passed, without objection.

Meeting Schedule

Main Motion 05-100 (Board Meeting Schedule)

Moved by Michael Williams, seconded by Gloria Eggleton

To set the next quarterly meeting of the ASEA State Executive Board for May 20 and 21, 2005, with the first choice as Ketchikan, second choice as Sitka.

Motion 05-100 passed, without objection.

Blackboard – Computer Based Training

Barbara Brandt brings forward from the Women’s Issues Committee the result of a discussion on what the committee would like the Union to do for members. One service discussed was the possibility of putting up a computer-based training using “Blackboard” technology on the WIC’s website. This technology allows not only Microsoft training capability but gives the capability to create in-house training, to be used for the training of stewards, officers, Judicial Panel, etc. It is requested that the Business Manager investigate thoroughly the “Blackboard” technology, noting the information conference advertised in the brochures provided. Feedback is requested at the next quarterly board meeting.

P&P Subcommittee (Communications Policy Review)

Main Motion 05-101 (P&P Subcommittee Appointments)

Recommendation of the Chair: To reappoint Barbara Brandt as Chair; Michael Williams; Wade Wahrenbrock; and Larry Nakata to serve until the election results, to the Policies and Procedures Subcommittee, with Steve Wright to sit in on the Subcommittee’s review of the Communications Policy.

Moved by Michael Williams, seconded by Barbara Brandt to accept the recommendation of the Chair.

Motion 05-101 passed, without objection.

**REPORTS - Treasurer**

There has been discussion with the business office regarding a policy to ensure that the Union’s Bargaining and Strike Reserve Account reimbursements from the Health and Legal Trusts go directly to the BSRA as per the motion passed by the delegation of the 2004 ASEA Biennial Convention. The Treasurer and Barbara Brandt will follow up with the Women’s Issues Committee and Committee Secretary Nadine Lefebvre on their budget request; and will follow up with the Business Manager to go over the FY06 Proposed Budget.

1 Main Motion 05-102 (Acceptance of Treasurer's Report)

2 Moved by Barbara Brandt, seconded by Wade Wahrenbrock

3 To accept the Treasurer's Report as presented.

4 Motion 05-102 passed, without objection.

6 **NEW BUSINESS (continued)**

7 Investigative Subcommittee

9 Main Motion 05-103 (Executive Session)

10 Moved by Toya Winton, seconded by Billie Benedict

11 To enter into executive session for the purpose of protecting the privacy of individuals.

12 Michael Williams called for the Orders of the Day.

14 **MEMBER COMMENTS**

15 A telephonic connection was established for all incoming calls from members wishing to address  
16 the Board. The following members were present:

- 18 • Fred Brown, Midnight Sun Chapter Member, Ethics Code.
- 19 • Chris Pace, Juneau Chapter, wished only to observe.

21 **NEW BUSINESS (continued)**

22 Investigative Subcommittee (continued)

24 Main Motion 05-103 (Executive Session ) – (continued)

25 Motion 05-103 was withdrawn without objection by Toya Winton and Billie Benedict.

27 Main Motion 05-104 (Investigative Subcommittee)

28 Moved by Toya Winton, seconded by Barbara Brandt

29 The Investigative Subcommittee reviewed the expenses of the Executive Board since 2000. The  
30 committee reports its findings to the Executive Board. The committee recommends no further  
31 action at this time

32 Motion 05-104 passed, without objection.

34 [The following board members left the meeting at 11:30 a.m., to make flight connections: Sue  
35 Layton (unexcused), Barbara Brandt (excused), Karen Zubillaga (excused), and Wade  
36 Wahrenbrock (excused), the latter three wishing to arrive home prior to the originally scheduled  
37 arrival at 1:00 a.m., Tuesday.]

39 (The Chair called for the lunch recess at 11:32 a.m., to resume general session at 2:00 p.m.)

41 The following board members are present to receive the time-certain reports: Toya Winton,  
42 Gloria Eggleton, Larry Nakata, Billie Benedict, Gordon Glaser, Michael Williams, and Stephen  
43 Wright.

45 **REPORTS – Business Manager (continued)**

1 Lobbyist Report – Time Certain, 2:00 P.M.

2 Assistant Business/Lobbyist Fate Putman presented the Lobbyist report.

3  
4 Wachovia Securities Presentation – Time Certain, 3:00 p.m.

5  
6 Alan Sandar, on behalf of Wayne Pichon of Wachovia Securities, presented an Executive  
7 Summary and overview of the Performance Evaluation of the Bargaining and Strike Reserve  
8 Account. (See Executive Summary, Exhibit 8.)

9 The President instructed the Secretary to poll the State Executive Board the following  
10 week on the question: Shall the ASEA Executive Board accept the BSRA investment manager's  
11 recommendations to change specific fund managers, subject to the Secretary's review of the  
12 investments' financial documents?

13  
14 **ADJOURNMENT**

15 The meeting adjourned at 3:30 p.m.