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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 by
THE STATE EXECUTIVE BOARD

MINUTES
ASEA/AFSCME LOCAL 52
Quarterly Meeting Held
May 20-21, 2005 (Ketchikan AK)

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22

**STATE EXECUTIVE BOARD MEETING
MAY 20-21, 2005
WestCoast Cape Fox Lodge, Ketchikan AK**

DAY 1

CALL TO ORDER AND ROLL CALL (8:32 am.)

The quarterly business session of the State Executive Board convened at the WestCoast Cape Fox Lodge in Ketchikan AK and was called to order at 8:32 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.)
 Wyatt Wheeler, Central Region Representative (Anchorage)
 Michael Williams, Secretary
 N. Sue Layton, Administrative Support Representative
 Sheila Fowlkes, Technical Representative
 Stephen Wright, Southeast (Juneau) Representative
 Wade Wahrenbrock, Rural Representative
 Jim Duncan, Business Manager (with voice; no vote)

Absences: None

Also present: AFSCME International Vice President Ken Allen, Regional Director Tam Tocher, and Administrative Assistant Roberta Holmes-Carter

With new board members having been seated, the Board identify themselves to the IVP and Regional Director.

ADOPT AGENDA

Main Motion 05-111 (Adopt Agenda)

Moved by Michael Williams, seconded by Barbara Brandt
 To adopt the agenda as presented.

Amendment 05-111A (Multiple Item Additions to Agenda)

- Moved by Billie Benedict to add agenda item, "Executive Board Expense Incurred," to Business Manager's Report.
- Moved by Wyatt Wheeler and seconded by Stephen Wright to add agenda item, "Past Board Member Recognition," under New Business.

- 1 • Moved by Michael Williams and seconded by Barbara Brandt to add the agenda item,
2 “Affirmation of New Officers.”
- 3 • Moved by Barbara Brandt and seconded by Karen Zubillaga, “Libelous Comments,” to
4 New Business.
- 5 • Moved by Michael Williams to add the International Vice President’s Presentation under
6 President’s Report.

7 Amendment 05-111A passed, without objection.

8
9 Amendment 05-111B (Item additions to Business Manager Report)

10 Business Manager Jim Duncan requested to add the Northwest Regional Conference and the
11 ASEA Health Benefits Response to 2004 Convention Resolutions to his report.

12 Amendment 05-111B passed, without objection.

13
14 Motion 05-111 as amended passed, without objection.

15
16 **AFFIRMATION OF NEW OFFICERS**

17 New board members Stephen Wright, Wyatt Wheeler, and Sheila Fowlkes subscribe to the Obligation of
18 an Officer.

19
20 Main Motion 05-112 (Suspend the Rules)

21 Moved by Wade Wahrenbrock and seconded by Wyatt Wheeler

22 To change the orders of the day to move the Elections Committee Report forward on agenda to allow new
23 Professional Seat Board Member to participate in board meeting, as soon as available.

24 Motion 05-112 passed, with Michael Williams objecting.

25
26 **APPROVE MINUTES**

27
28 Main Motion 05-113 (Approval of 2/6-7/05 Minutes)

29 Moved by Wyatt Wheeler, seconded by Wade Wahrenbrock

30 To accept the minutes of February 6-7, 2005 (Juneau) as presented.

31
32 Amendment 05-113A (Challenge of the Chair)

33 Sue Layton challenges the authority of the Chair on page 32 to declare her early leaving the board
34 meeting on February 7, 2005, to be unexcused; that her absence be changed to excused.

35 The Chair is upheld.

36
37 Motion 05-113 passed, with Sue Layton objecting.

38
39 **RECEIVE POLLS INTO RECORD**

40 Main Motion 05-114 (Polls of 2/7/05, 4/20/05 A and P)

41 Moved by Michael Williams, seconded by Wyatt Wheeler

42 To receive the polls into the record as presented.

43
44 Amendment 05-114A (Poll of 2/7/05)

- 45 • Change Sue Layton’s reply to the 2/7/05 Poll to yes.

46 Amendment 05-114A passed, without objection.

1 Motion 05-114, as amended, passed, without objection.

2

3 **APPROVAL OF MINUTES (Continued)**

4

5 Main Motion 05-115 [3/21/05 Minutes (Special Teleconference)]

6 Moved by Wyatt Wheeler seconded by Barbara

7 To accept the minutes of March 21, 2005, as presented.

8 Motion 05-115 passed, without objection.

9

10 **REPORTS – Business Manager’s Report**

11

Budget Review/Update – FY05 Financials YTD

12 Business Manager Jim Duncan went over the balance sheet and summarized the FY 05 financials.

13

14 Main Motion 05-116 (Budget Adjustment)

15 Motion by Karen Zubillaga, seconded by Billie Benedict

16 Decrease budgeted allocation item Business Manager’s Expense \$5000 and item Legal Expense \$10,000
17 and create new budget item Professional Services – Procurement with an allocation of \$15,000.

18 Motion 05-116 passed, without objection.

19

20 (Conclusion of the FY05 Financial presentation)

21

22 (The Chair called for ten-minute break at 10:53 a.m., to resume general session at 10:10 a.m.)

23

24

FY06 Proposed Budget

25 Business Manager Jim Duncan reviewed the FY06 Proposed Budget, restructured somewhat from that
26 which was presented in the February meeting (see “FY 2006 Budget ASEA/AFSCME Local 52: Notes to
27 Categories,” attached):

28 The AFSCME International Convention was moved from Florida to another location, to be
29 announced in the near future. IVP Ken Allen will verify new location and dates and get back to the
30 Business Manager.

31

32 Main Motion 05-117 (Adoption of FY 2006 Proposed Budget)

33 Moved by Wyatt Wheeler, seconded by Gloria Eggleton

34 To adopt the FY 2006 budget as proposed by the Business Manager.

35

36 Amendment 05-117A (Authorize BSRA Withdrawal by Business Manager)

37 Moved by Michael Williams, seconded by Karen Zubillaga

38 To authorize the Business Manager to withdraw from the Bargaining and Strike Reserve Account
39 funds not to exceed \$50,000 to cover contract negotiation expenses incurred during FY 2005 and
40 for contract printing costs to be incurred no later than end of FY 2006.

41

Main Motion 05-117A(1) (Division of the Question)

42

Moved by Barbara Brandt, seconded by Wyatt Wheeler

43

That the motion be divided.

1
2 Amendment 05-117D (Budget Line Item Adjustment)

3 Moved by Wade Wahrenbrock, seconded by Gloria Eggleton

4 To revise the Bush Community Committee line item in FY 2006 Budget to \$5,000.

5 Amendment 05-117D passed, with the following Roll Call Vote: Barbara Brandt, no; Billie

6 Benedict, no; Gloria Eggleton, yes; Karen Zubillaga, no; Sheila Fowlkes, yes; Stephen Wright,

7 abstain; Sue Layton, yes; Wade Wahrenbrock, yes; Wyatt Wheeler, yes; Michael Williams, yes;

8 the Chair choosing not to vote.

9
10 Amendment 05-117E (Budget Line Item Adjustment)

11 Moved by Wade Wahrenbrock, seconded by Stephen Wright

12 To increase Steward Training line item to \$13,000 in FY 2006 Budget.

13
14 (The Chair calls for a brief at ease of the record.)

15
16 **MEMBER COMMENTS**

17 A telephonic connection was established for all incoming calls from members wishing to address the

18 Board, with the meeting continuing until such time a call is joined.

19
20 **REPORTS – Business Manager’s Report (Continued)**

21 FY06 Proposed Budget (Continued)

22
23 Main Motion 05-117 (Continued) (Adoption of FY06 Proposed Budget)

24
25 Amendment 05-117E (Continued) (Budget Line Item Adjustment)

26 Moved by Wade Wahrenbrock, seconded by Stephen Wright

27 To increase Steward Training line item to \$13,000 in FY 2006 Budget.

28 Amendment 05-117E passed, without objection.

29
30 Motion 05-117 as amended passed, without objection.

31
32 (Conclusion of FY06 presentation.)

33 Collections Update

34 The Union is making substantial progress in the collection of dues in arrearage. Since the last Collections
35 Report in February, the State has hired 487 new GGU members. The Union has received timely (within
36 30 days of hire) Authorization for Payroll Deduction forms for all but 19 new employees. All 19 have
37 been contacted by both letter and telephone and still have not signed up. As the signing up with the
38 Union and the payment of dues/fees is a condition of employment, their files are now being transferred
39 internally for imminent discharge notification for failure to do so and a last request for those 19 new
40 members to comply.

41 Progress in the collection of past dues has significantly been realized. Since the last report, six
42 members have paid their outstanding dues and have been changed to good standing for a total value of
43 more than \$2000. We are receiving partial payments from 12 other individuals through payment plans.

44 We are structured to receive payment from members by credit card.

1 Back dues do not show up on the Budget as a revenue item because we have previously booked
2 that. It will be reflected as a reduction in Accounts Receivables.
3

4 Grievance and Arbitration Report

5 A report was made available to the Board, reflecting by Business Agent the cases he or she has opened or
6 closed since the last board meeting and case status as to step in the grievance-arbitration process.
7

8 ***(Instruction from the Chair: The Business Manager shall report at the next meeting of the State***
9 ***Executive Board as to whether there is an increase in terms of arbitrations due to the current***
10 ***Administration and the anticipated impact to the budget.)***
11

12 There is discussion on the level of current involvement of Stewards in the grievance-arbitration
13 process.

14 Steward/MAT Training Update

15 A report was made available to the Board, reflecting those stewards in Anchorage, Fairbanks, and Juneau
16 who attended training, inclusive of Rural brought in for training. 116 of 169 stewards were trained during
17 the last training sessions, between November 9, 2004, to present: 34 in the Anchorage coverage area
18 (inclusive of 4 Rural); 6 in the Fairbanks coverage area (inclusive of 3 Rural), and 13 in the Juneau
19 coverage area (inclusive of 4 Rural). Following this initial training effort, advance levels of steward
20 training will also be offered.

21 Webmail Update

22 Following a difficult development period, the Webmail is ready to implement under the guidelines of
23 Resolution 39. (See May 17, 2003, report from Reber Stein to Business Manager Jim Duncan.)

24 The Chair will expect at the next meeting of the Board a report, a report to which the
25 Communications Committee will have input, from the Policies & Procedures Subcommittee on the
26 development of substantive policy language applicable to the Webmail and its use.
27

28 Business Leave

29 A report was made available to the Board reflecting the monthly comparison of Business Leave
30 contribution/usage in dollar value, and resulting in a positive balance increase in the Business Leave
31 Bank.

32 Staff Update/External Organizing

33 Data Technician Skye McRoberts had a baby on the 18th of May, staff is covering her duties. Mike
34 Robbins has resigned, effective June 30. To fill this vacancy, notice will be posted for a Business
35 Agent/Organizer position. The caseload handled by Mike Robbins will be divvied up among the
36 Anchorage Business Agents.

37 Catastrophic Leave

38 The Catastrophic Leave continues to be used. Currently there are 3,714 hours available. The Business
39 Manager will be signing a second Letter of Agreement with the State that will return approximately 1,300
40 of unused Catastrophic Leave from members's accounts to the Catastrophic Leave account. Effective

1 through the Board's executing in February the change in Policies and Procedures, unused Catastrophic
 2 Leave will be automatically returned by the State to the Union.
 3

4 2004-07 Interim CBA Update: Monetary Terms

5 All negotiated terms, inclusive of monetary terms, are in full effect. Xeroxed copies of the GGU
 6 Collective Bargaining Agreement were distributed to the Board, pending the printing of booklets in final
 7 format.

8 Geographic Differential Study Update

9 The Geographic Differential Study was not funded during the current Legislative Session. The bill was
 10 introduced through Senator Wagoner to appropriate money to do that study; however, it died in Senate
 11 Finance primarily because one of the co-chairs represents Fairbanks whose non-covered employees has a
 12 13 percent geographic differential (as opposed to GGU employees at 4 percent) and they are concerned
 13 that any study would reduce that.

14 Wade Wahrenbrock speaks to a division of the GGU membership over a new geographic
 15 differential study, specifically in the Fairbanks area. The Business Manager assures that the Union's
 16 position, with the ASEA PAC's endorsement of that bill, is to work very hard to achieve a new
 17 geographic differential study.
 18

19 (The Chair calls for a lunch break at 12:00 noon, time certain. Member Comments period ended with no
 20 participant dialing in or visiting the Board in person. The record resumed at 1:00 p.m.)
 21

22 Wachovia Bargaining and Strike Reserve Account Presentation (1:00 p.m. time certain)

23 Presenting telephonically, Wayne Pichon presents the Performance Evaluation on the Bargaining and
 24 Strike Reserve Account. (See "Executive Summary.")
 25

26 External Organizing

27
 28 Main Motion 05-119 (Executive Session)

29 Moved by Barbara Brandt, seconded by Wyatt Wheeler

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

31 Motion 05-119 passed, without objection.
 32

33 (The State Executive Board entered into executive session at 1:28 p.m., resuming general session at 1:52
 34 p.m.)

35 Rural Chapter Travel

36 A spreadsheet was distributed to the Board reflecting by Business Agent where he or she has traveled
 37 within the Rural Area for the time period February 1 through May 15.

38 Article 15, Amendment to Constitution

39 Seeking approval by International President Gerald W. McEntee, a letter was sent to him with a draft of
 40 the amended Constitution, inclusive of new Article 15, and petitioning President McEntee to expand the

1 language that was approved by the referendum on the constitutional amendment, to flesh it out to more
 2 appropriate constitutional verbiage. Further definition can be accomplished through the ASEA Policies
 3 and Procedures. A response from President McEntee is pending.
 4

5 Executive Board Retreat

6 A budget reflecting the estimated costs for the Executive Board Retreat had been distributed earlier during
 7 the discussion of the financials. Facilitator Kevin P. Boyle will be contacting each board member by
 8 phone prior to the Retreat.

9 Lobbyist Report (2:00 p.m. time certain)

10 Main Motion 05-120 (Executive Session)

11 It was mutually agreed by the Board to enter into executive session to protect confidentiality of
 12 negotiations and/or litigation.
 13

14 Motion 05-120 passed, without objection.
 15

16 (The State Executive Board entered into executive session at 2:01 p.m., resuming general session and
 17 immediately taking a ten-minute break at 2:16 p.m. The Board again resumed general session at
 18 2:30 p.m.)

19 AFSCME Judicial Panel Case 03-75

20 International President Gerald W. McEntee has ruled that the decision in AFSCME Judicial Panel Case
 21 03-75 does not apply to ASEA in any way.

22 Barbara Brandt expressed her belief that the response of the International President pointed out a
 23 conflict in the ASEA Constitution, Article 8.06 "Duties of the Treasurer."
 24

25 2005 Council Directors Institute

26 (See Memo dated May 6, 2005, from Business Manager Jim Duncan to the ASEA State Executive Board,
 27 documenting the Business Manager's attendance of the AFSCME Council Directors Institute that was
 28 held March 6-11, 2005, at the Maritime Institute in Linthicum, Maryland, with Institute agenda attached.)
 29

30 Business Manager Jim Duncan learned from the Institute that while we think we have major problems
 31 here in Alaska, others have just as big of problems, if not bigger: "Let me say, I think we are very
 32 fortunate in this state to have a very strong collective bargaining law and one that just cannot be done
 33 away by Executive Order, which is happening in other states, and the fact that we have the requirement
 34 that if you are going to fill a GGU position, you are a member of this Union either as a full member or an
 35 agency fee payer. There are a lot of states that are struggling with those types of issues that we do not
 36 have to struggle with. We have lots of problems, but we have got a pretty good, solid foundation. I
 37 actually went away from there saying, 'Wow, I think we are fortunate in many regards.'
 38

39 21st Century Committee

40 (See Memo dated May 6, 2005, from Business Manager Jim Duncan to the ASEA State Executive Board,
 41 documenting the Business Manager's attendance of the first meeting of the Politics Subcommittee, to

1 which he was appointed, of the AFSCME 21st Century Committee, on Monday March 14 and Tuesday,
2 March 15, 2005, in Washington DC, with attachments.)

3
4 This meeting was combined in travel with the 2005 Council Directors Institute, as the Business
5 Manager's airfare was covered by AFSCME.
6

7 AFSCME Leadership & Legislative Conference

8 (See Memo dated May 6, 2005, from Business Manager Jim Duncan to the ASEA State Executive Board,
9 documenting the Business Manager's attendance of the AFSCME Leadership & Legislative Conference
10 held April 25-27, 2005, in Washington DC, with Conference agenda.)
11

12 21st Century Committee: Politics Subcommittee

13 There was a teleconference last Tuesday of the Politics Subcommittee to talk about the P.E.O.P.L.E.
14 Program and how something may be done in the short-term to increase P.E.O.P.L.E. contributions within
15 the Union. Another physical meeting is scheduled for June 13 and 14, 2005, in Washington DC, which
16 the Business Manager will be attending.
17

18 Chapter Reporting Update

19 A number of ASEA Chapters were outstanding in submitting their annual financial reports for FY 2004.
20 Currently all but two chapters are current in their financial reporting and are eligible for chapter support
21 distribution. The Union is working with the two outstanding chapters, to assist them in getting all
22 required reports into the Union in order to release their chapter support distribution.

23 Reminder notices with required reporting forms will mail in June to all ASEA Chapter Presidents
24 and Treasurers/Secretary-Treasurers emphasizing the FY 2005 reporting deadline.
25

26 Blackboard

27 This is a computer-based program. According to Scott Dutton, who researched the website, the site could
28 have some usefulness. The costs come from hosting classes, not for taking them. Blackboard does not
29 give classes per se. Blackboard is Portal or software used to take classes and seminars, etc., for another
30 person, instructor, or outside agency. The cost to host a class for one year is \$295. Other costs would be
31 development costs to create a class and place it online. It is possible, and exploring it in greater detail, the
32 Union could utilize an approach to this training methodology for steward training. The Business Manager
33 is not sure how many members would use it or how beneficial it would be. Expressly, the state may
34 prefer that our members not access that training at work, on state equipment, for union training and union
35 business. The Business Manager does not really see at this moment a beneficial use for the Union.
36

37 Northwest Regional Conference (June 24-25, 2005)

38 Notification has been received of the Northwest Regional Conference at the Seattle Airport Hilton on
39 June 24-25, 2005. The Board will consider who will attend the conference; there is room within the
40 Board's budget.
41

1 ASEA Health Benefits Trust Status Report on Response to 2004 ASEA Biennial Convention Resolutions
 2 The Business Manager reiterated the receipt of the Status Report on Response to 2004 ASEA Biennial
 3 Convention Resolutions by the ASEA/AFSCME Local 52 Health Benefits Trust. (See letter from
 4 Chairman Fred Brown to Jim Duncan, dated May 16, 2005.)

5
 6 (End of Business Manager's Report at 2:56 p.m.)

7
 8 **REPORTS – President's Report**

9 President Glaser wishes the Board to discuss training and he would like to put a focus on people who may
 10 be active in the few years to come.

11 President Glaser attended the Legislative Conference held in Washington D.C. and expressed his
 12 appreciation to the Board for that opportunity.

13 The President recommended to the Board to send two people to the Northwest Regional
 14 Conference.

15 With regard to his attendance of Council 75's Convention, hosted by Executive Director and
 16 AFSCME Northwest IVP Ken Allen, the President was very impressed by the Council 75 organization.
 17 Recounting the efforts of Council 75's in attaining their recent victories, their organizing efforts, he
 18 learned a lot and brought materials from the convention to share with the Board. Excellent trainers were
 19 available to the members, especially with regard to M.A.T. training. He was most impressed by the
 20 hospitality shown to himself and Jim Duncan, who also was in attendance and expressed his appreciation
 21 to Ken Allen.

22 AFSCME Northwest IVP Presentation (Ken Allen)

23 IVP KEN ALLEN: First I want to thank you again for inviting me. It is not
 24 often that I get to spend an extra couple of days on vacation. Since I was coming out of
 25 convention, my wife and I decided to spend an extra couple of days here on vacation and we flew
 26 my father-in-law out on my frequent flyer miles so we are contributing to your economy and
 27 having a great time, we're having a wonderful time.

28 It was an interesting time for me because I have been the Director of the Union
 29 exactly ten years last Saturday when our convention was happening, so it was a time to be
 30 reflective in terms of I've been with the Union for a long time, what have we accomplished, what
 31 do we still have in front of us?

32 You know, I think for me the measure of a Union's accomplishments are in its
 33 growth. In the ten years we went from 15,400 members to just under 22,000. So unlike the rest
 34 of the Labor Movement that is declining, we have had consistent good sized growth every year and
 35 I am very proud of that. I think for us organizing has been the key to building our organization,
 36 along with the visioning process of having goals that we move forward together. And I think to
 37 me that convention, while not all that much different than others, was even more united than I
 38 have ever seen anywhere else. There are virtually no divisions in our Council. It was a very
 39 united, very positive convention. It feels good to come out of it.

40 We have undertaken – I think I mentioned this in February – a campaign to bring
 41 5,100 Family/Child Care Providers into our Union. And we had about 45 of them at our convention
 42 and we ran a concurrent organizing program for them. So they came in, heard most of the
 43 speeches, and then went and had a LESH A conference to further their ARROW Program along.

44 The excitement that they brought to the convention was tremendous because
 45 their folks there don't have a union, they are striving to get a union, and they bring all that energy
 46 and excitement that our members can then feed on. So it was very positive.

47 The other thing about our convention came three days after we settled our state
 48 contract, and of course these are all things that we are all interested in – right? – together. We
 49 came out of our worst state contract, because we had a two-year wage freeze and two-year step

1 freeze, the worst in our history. We had maintained fully paid health care, but we came out of our
2 worst.

3 I think we now have in front of us our best settlement, at least since I have been
4 negotiating these for the Council, in about 14 years. We got 2 percent wage increases during the
5 two years. We added a new hire step, Step 9, which is a 4.75 percent step. And 53 percent of our
6 members have topped out, so 53 percent of our members will get at least 8.75 percent during this
7 contract. That was very important in terms of adding a new hire step because lots of our
8 members had been topped out for years. You know how that is.

9 We maintained fully paid health care, one of only at the most four states left with
10 fully paid health care. We not only have fully paid health care, but we do not have any
11 deductibles. So there is no \$100, \$300 deductible in the plan. We still have an excellent plan.

12 We negotiated an extra day off, which is the first time we have negotiated extra
13 paid time off. I have been around collective bargaining in Oregon since '77. I don't remember us
14 negotiating paid time off since then. But we got some.

15 And we are very proud. We straightened out an issue related to travel pay that
16 probably only affects 1 percent of our members, but when our members got sent on training or
17 out-of-state, oftentimes their agencies were not paying them either for time they were on a
18 commercial airline; or, if we were going to training and we were both going to the same training
19 and we had a four-hour drive on a Sunday afternoon to get there – say, from Medford in southern
20 Oregon, all the way up to Portland – he drove, he got paid; but I didn't get paid for that time. I
21 am, you know, just out of luck. And to us, work is work. All right? It is not playing; you are
22 working. And so we straightened out the travel pay language. We have about 28 state agencies
23 that we represent, so we straightened that out.

24 That was very significant. The State told us, "No way in hell are you every going
25 to get that." And we had to go up to the Governor's office and get him to explain to them that we
26 were going to get it. So we are very excited about that settlement.

27 My central bargaining team is about 22 people, and they estimate it will be ratified
28 in the 71 – 75, 80 percent area, at least, in our agencies. So we go through a ratification process
29 now.

30 We will finish up at our Local tables, because each of those agencies negotiates
31 over their own local working conditions and then we will put the whole thing out for a vote.
32 I have got a handout. We have been going through our own pension fight, and two years ago the
33 Legislature not only created a new pension for two public employees but reached back into our
34 pensions and stripped out some of the good things for our current members and people that had
35 already retired, stripped out the cost-of-living adjustments for the already retired. And the
36 Legislature did this over, of course, all of our best lobbying and objections – right? – and the
37 Governor, a Democrat who used to be our Labor lawyer, signed the legislation and lead the
38 charge.

39 And so they did this to us two years ago. We got them, as a piece of the
40 legislation, to say that any legal appeal would go directly to the Oregon Supreme Court; so, we
41 were able to take it directly to the Oregon Supreme Court after – collectively, all the public
42 employee unions work together on these kinds of things in Oregon and collectively we spent a
43 million dollars in legal fees. Council 75's own share is \$180,000 because we pay on a proportional
44 basis.

45 But in March we won. There were four major issues in the case and we won two
46 out of the four that get us the most back, were the cost-of-living adjustments for the retirees and
47 the 8 percent guarantee that we had guaranteed for the TIER I members. We won those portions
48 back. They are worth an estimated five billion dollars to our members and retirees, and that's just
49 – I mean, I never dreamed in my career I would have over a billion dollar win, but we did.
50 There is one piece on the directing of this 6 percent of the money, they changed it so it can't go
51 into the same account and be matched by the employer; it goes into a new account and does not
52 get matched. We lost that narrowly. We are going to appeal that to the Federal Court System.

1 The State has no method to appeal their losses because they did not file suit. So we are the only
2 ones that can go on. So we are going to continue to get this third piece.

3 The fourth piece was about our mortality tables. We had been using mortality tables that were
4 issued in 1978 and not updated, and we lost a case a couple of years ago and the Legislature
5 passed on it. We never thought we could win that part of the case so we are not taking that
6 further on. It is hard to argue to the public that you should not update mortality tables that are 27
7 years old. I am not taking that piece forward.

8 But it is a tremendous win for our employees. Our members are very, very happy,
9 and it really has – I think our lobbyist and lawyers probably surely cemented in place, “These are
10 our benefits, and, damn it, you are not going to change them! This is what we have got coming to
11 us and you are not going to change it.” So that is a big win.

12 A couple of last things: The 21st Century Committee, you know, it is really like the visioning
13 process you are going to go through in September. It is to get the whole International thinking
14 about where we ought to be 15, 20, 25 years from now; and to stop doing some things and to
15 start doing some other things.

16 The last time we had a committee of the future, about nine or ten years ago I was
17 on it and I had to argue for the International to use email and voice mail.

18 GORDON GLASER: (Laughter) You date yourself, Ken.

19 KEN ALLEN: Well, I had to argue with them because the International
20 was not using email or voice mail. You know, I told them the West Coast perspective, you know,
21 “A three-hour time zone difference is bad enough, but you are four hours.” And most of the time
22 you are going to call there and you are going to leave messages, right? Well, it is a lot better if
23 you can leave a long voice mail message or send them an email message and McEntee had not
24 done that yet. So the department heads still thank me for – you know, I argued about that on the
25 last Future’s committee.

26 We need to use this 21st Century Committee to “undate” ourselves and to upgrade
27 what we are doing. There is a lot of examination, self-examination, that we all need to do. I think
28 we are the best union in the country, but we need to improve upon it. And one of my big goals is:
29 We have this roller coaster effect that we are on in this union. Every two years, and especially
30 every four years, we go up here (indicating) in spend on Political, and down here (indicating) is
31 Organizing. And we do this (indicating up and down). And if we are really going to do a good job
32 of growing our Union, we need to smooth that roller coaster out.

33 I mean, we went all of last year, 2004, with a hiring freeze in the Organizing
34 Department. They had 35 vacancies in there, and we did not hire one Organizer. That means
35 they saw a lot of talented organizers out there working for other unions or working in our own
36 organizations and they could not hire them because they had a hiring freeze, and we need to stop
37 doing that. We need to start doing our Politics smarter.

38 One of the things, I lead a workshop at the Leadership Conference, on trying to
39 find our best practices around politics. And one of the things I emphasized and other people
40 picked up on it, you know, the International empties out Headquarters for the last four weeks of
41 an election month, especially on a presidential [election]. They send all these people out, all over
42 the country and they spend a bezillion of dollars on airfare, hotels, and rental cars. And there are
43 a lot of people that do not want to leave Headquarters for a month and get sent away from their
44 families; and they go on to places where they might not be that effective. They don’t know the
45 people, they don’t know the situation, right?

46 And what we said – they sent a couple of people to Oregon. What we said was,
47 “Give us -- if it was \$10,000 in cost or \$15,000 that you spent, give that to us so we can pull some
48 of our trained political people out of our membership that can do a heck of a lot better, that kind
49 of work.

50 So those are just some of the things that we need to appear how to do better.
51 You know, everybody is looking at our Vote-by-Mail because we have a 93.4 percent voter turnout.
52 If AFSCME could not that all around the country, it would change things a lot.

1 And, lastly, on the Regional Conference, I would urge you to send as many folks
2 as you can afford. We are going to have an -- internal and external organizing are going to be the
3 focus of the training, you know, the M.A.T. stuff. A lot of the internal and external organizing are
4 you can use what you learn internally to help external organizing, and vice versa. There is a lot
5 that works in both arenas.

6 I will take whatever questions.

7 GORDON GLASER: Any questions?

8 Okay.

9 JIM DUNCAN: Ken, when will you have the agenda on the conference put
10 together?

11 KEN ALLEN: I will be calling Brother Devereux early in the week to work
12 that out from Chicago.

13 JIM DUNCAN: Okay. So we should be getting the actual agenda fairly
14 soon?

15 KEN ALLEN: Yeah. It was being juggled a little bit because in our
16 convention preparation, at the last moment, we were trying to get that out, too. So Stephanie
17 kind of passed it off to Sue Keller of 28 and they got everything out.

18 GORDON GLASER: Any other questions?

19 I have got one or two, then.

20 If you could, put my name on the mailing list?

21 KEN ALLEN: Yeah, I will do that.

22 GORDON GLASER: Okay.

23 And I am going to give to Bobbie their manual from their convention. I think it
24 has some good material then that we can use for ours, like the evaluation that they had in there.

25 KEN ALLEN: If it is all right, I will put your whole Board on the mailing
26 list?

27 GORDON GLASER: Yes, please.

28 TAM TOCHER: I need to just quickly jump in here, Gordon, if it is all right
29 with you and say that that [the mailing list] was done through AFSCME International. It sounds
30 like we need to get that at the International then, rather than Greg or Ken because they relied on
31 the International. So we will see if we can get that straightened out for you. Sorry about that.

32 GORDON GLASER: Okay.

33 WYATT WHEELER: Can I ask Ken a question?

34 How did you get to a 93 percent voter turnout by mail?

35 KEN ALLEN: Wyatt asked how we got 93 percent voter turnout. We have
36 all vote by mail. Everything in Oregon is voted by mail, and it gives us the opportunity to have 17
37 days to work our members.

38 And we have a very sophisticated voter file that we get -- we get information from
39 every county courthouse about every three days electronically, about who has voted and who has
40 not. And then we match that up with our membership and we get that all electronically. Then we
41 can look and see which of our members have not voted yet, and that is who we constantly
42 continue to call, to remind them to get their ballots in the mail.

43 Now, our members -- after we have done this now for about three or four cycles,
44 they are getting pretty used to that if they do not want to get bugged about voting, they are going
45 to get their ballots in there early.

46 Now, we actually end up calling most of the AFL-CIO households for them.

47 And I am even more proud of our household turnout, people that live in the same
48 households -- spouses, children, parents -- voted at 92.6, which means we are not only reaching
49 our own members but we are reaching the whole household. We are really proud of that.

50 Plus, we had some jurisdictions -- some of our Locals voted at 97 percent.

51 WYATT WHEELER: That's what I would like to get in my chapter.

52 GORDON GLASER: Any other questions for Ken?

1 I want to also thank you for coming. I hope at some point we will get to meet
2 your wife as well.

3 KEN ALLEN: I think she will stop in. She is fishing right this moment.
4

5 (end of the AFSCME IVP presentation.)
6

7 Karen Zubillaga calls for the Orders of the Day, to address an agenda item added to the
8 Business Manager's Report that was overlooked, "Additional Cost for Executive Board Member Leaving
9 Early in Juneau."
10

11 **REPORTS – Business Manager's Report (Continued)**

12 Additional Cost for Executive Board Member Leaving Early in Juneau

13 In answer to inquiry whether there were any extra expenses incurred at the Juneau board meeting for
14 leaving early, the Business Manager confirmed there were no extra expenses incurred. He further
15 explained that if extra expenses would have been incurred, that board member would have been asked to
16 pay for those; but there was not any extra expenses, no change fees, no expenses incurred that were not
17 already covered.
18

19 **REPORTS – President's Report (Continued)**

20 ASEA's Response to SB 141

21 In terms of the rallies and demonstrations in Fairbanks; in Juneau, the Ice Cream Social; and activities in
22 Anchorage, the President affirmed the responsiveness of members. The President stated the fact that the
23 Union has gone as far as it has in terms of trying to stop SB 141 is because of ASEA working with the
24 other unions. The Business Manager reported, in response to emails to the membership to contact their
25 legislators, there were 1,300 responses from ASEA members that were copied to the Business Manager
26 that went to individual legislators; that there obviously was even more that the Business Manager did not
27 get copied on. The President and the Business Manager gave kudos to the ASEA membership for
28 stepping up to the plate and getting active in this effort to stop SB 141.
29

30 Confirmation of Appointments

31 The President has no appointments at this point in time, but pointed out to the Board the number of
32 vacancies on the Bush Community Committee, the Class I Committee, the Communications Committee,
33 the Grievance Review Committee, the ASEA Judicial Panel, the Probation/Parole Committee, and the
34 Women's Committee, and the Elections Committee, soliciting names of members from the Board in the
35 President's consideration for appointments to these positions.
36

37 Calendar of Events

38 On the calendar are the following:

- 39 • State Executive Board Retreat – September 1-2, 2005, Fairbanks AK
- 40 • State Executive Board Quarterly Meeting – September 3-4, 2005, Fairbanks AK
- 41 • AFL-CIO Labor Day Picnic – September 5, 2005, Fairbanks AK
- 42 • Northwest Regional Conference - June 24-25, 2005, Seattle WA

1 Main Motion 05-121 (Attendees to Northwest Regional Conference Authorization)

2 *Recommendation of the Chair: That Wyatt Wheeler and Stephen Wright attend the Northwest Regional*
 3 *Conference, to be held June 24-25, 2005, in Seattle WA.*

4 Moved by Barbara Brandt, seconded by Michael Williams to accept the recommendation of the Chair.
 5 Motion 05-121 passed, without objection, with Sue Layton out of the room.

6
 7 The Business Manager will attend the Northwest Regional Conference and, if beneficial,
 8 the decision to have ASEA's Organizer attend may be made.

9
 10 (Conclusion of the President's Report)

11
 12 **REPORTS – Treasurer's Report**

13
 14 Speaking to her full report about the Business Manager and the accounting staff, Treasurer Karen
 15 Zubillaga stated they continue to do a tremendous job.

16 ASEA Business Leave Bank Reimbursements for Usage

17 Karen has recently been following up on Health Trust and Legal Trust reimbursements for ASEA
 18 Business Leave Bank use. She reports that everything is in order in accordance with the 2004 ASEA
 19 Biennial Convention motion mandating that such reimbursements be deposited directly into the
 20 Bargaining and Strike Reserve Account.

21 Bargaining and Strike Reserve Account

22 The Treasurer spoke with regards to a recent campaign statement containing in its message a belief that
 23 the State Executive Board had been raiding the Bargaining and Strike Reserve Account and her wish to
 24 publish a clarifying announcement on behalf of or by the Board in rebuttal.

25
 26 (Conclusion of the Treasurer's Report)

27
 28 **UNFINISHED BUSINESS**

29 P&P Subcommittee: Status of ASEA Webmail

30 Chairperson Barbara Brandt explained that the subcommittee has not been able to craft more substantive
 31 language to incorporate into the interim policy governing the Webmail, pending the receipt of more
 32 information regarding its implementation.

33
 34 **NEW BUSINESS**

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

36 International President Gerald McEntee's response to Business Manager's February 1, 2005, letter to
 37 President re concerns expressed by the Board in their December meeting in Fairbanks.

38
 39 Gives oral report to Council 75 Convention (email report in book) and thanks Ken Allen for his
 40 hospitality while in Portland.

41

The Role of the President

Main Motion 05-122 (Instruction to the President)

Moved by Sheila Fowlkes, seconded by Sue Layton

The Executive Board is to instruct the President to (1) Communicate policy of the Board, independent of personal views (3) Explore constructive approaches for resolving the problems between the Executive Board and Trusts (3) Encourage free and open debate (4) Respect all board members.

Subsidiary Motion to Refer 05-122A (Refer to P&P Subcommittee)

Moved by Michael Williams, seconded by Karen Zubillaga

To commit Motion 05-122 to the P&P Subcommittee.

Amendment 05-122A(1) (Refer to Board Retreat Committee)

Moved by Wyatt Wheeler, seconded by Barbara Brandt

To refer Motion 05-122 to the Board Retreat Committee.

Sue Layton calls for the question, without objection to ending debate.

Amendment 05-122A(1) passed, without objection.

Subsidiary Motion 05-122A as amended passed, without objection.

Motion 05-122 is referred to the Board Retreat Committee.

Elections Committee Report on the Runoff Elections Results

Chris Pace is the next State Executive Board Professional Representative. Chris Pace received 255 votes; Eileen Olson received 247 votes.

(Chair calls for a ten minutes recess at 3:55 p.m.; resuming the record at 4:09 p.m.)

Wade Wahrenbrock calls for the Orders of the Day

The Chair declares that upon the reading of the report into the record, Chris Pace is installed. The Board thanks Billie Benedict for her service.

Main Motion 05-123 (Authorize Travel to Ketchikan for new Professional Representative)

Moved by Wade Wahrenbrock, seconded by Stephen Wright

Provide opportunity for Professional Representative Chris Pace to attend the balance of this quarterly board meeting and expend funds for this purpose as necessary.

Motion 05-123 passed, with the following Roll Call Vote: Gloria Eggleton, yes; Karen Zubillaga, no; Sheila Fowlkes, yes; Stephen Wright, yes; Sue Layton, yes; Wade Wahrenbrock, yes; Wyatt Wheeler, abstain; Michael Williams, abstain; Barbara Brandt, abstain; the Chair choosing not to vote.

Communications

1 Main Motion 05-124 (SOA ITG Resource Use)

2 Moved by Sheila Fowlkes seconded by Sue Layton

3 The State Executive Board will instruct the President and other board members to refrain from utilizing
4 State of Alaska ITG resources in observance of state policy that prohibits communicating observations or
5 opinions concerning candidates for office which may be reasonably construed as a partisan attempt to
6 influence the outcome of an election.

7

8 Subsidiary Motion to Refer 05-124A (Refer to P&P Subcommittee)

9 Moved by Michael Williams, seconded by Wyatt Wheeler

10 To refer Motion 05-124 to the P&P Subcommittee of the State Executive Board.

11 Subsidiary Motion 05-124A passed, with Sheila Fowlkes and Sue Layton objecting.

12

13 Motion 05-124 is referred to the P&P Subcommittee of the State Executive Board.

14

15 Libelous Comments

16

17 Main Motion 05-125 (Refer Agenda Item to P&P Subcommittee)

18 Moved by Barbara Brandt, seconded by

19 Refer the Libelous Comments agenda item to the P&P Subcommittee.

20 Motion 05-125 passed, by majority voice vote.

21

22 Main Motion 05-126 (Instruction to the President)

23 Moved by Sheila Fowlkes, seconded by Sue Layton

24 In the interest of solidarity and in the spirit of improving the level of trust and respect among board
25 members that the State Executive Board will instruct the President and/or other board members to refrain
26 from issuing official correspondence involving interpretation of Union positions or policies, unless the
27 full text is reviewed and approved in advance by majority vote of the Board. Prior to issuing any written,
28 telephonic, email, or verbal statements in the official capacity as President of the Board. The Board will
29 in turn make every effort to include the President in their discussions of pertinent topics.

30 THE CHAIR RULED MOTION 05-126 OUT OF ORDER DUE TO THE BROAD LANGUAGE OF
31 THE MOTION.

32

33 Challenge of the Chair 05-127

34 Sue Layton challenges the Chair, such challenge being supported by a third of the Board

35 Michael Williams calls the question, without objection to ending debate.

36 Ruling of Chair on Motion 05-126 is upheld, by majority voice vote, with Sue Layton, Sheila Fowlkes
37 objecting.

38

39 Main Motion 05-128 (Set Time of Adjournment)

40 Moved by Wyatt Wheeler, seconded by Gloria Eggleton

41 To adjourn tomorrow at 2:30 p.m., to accommodate travel deadlines.

42 Motion 05-128 passed, with Sue Layton objecting.

43

Policies and Procedures

Proposed Amendment, P&P 2.03.071, "Rules and Operations: Composition"

Main Motion 05-129 (Proposed Policy Change)

Moved by Barbara Brandt, seconded by Gloria Eggleton

That Policy 2.03.071 "Rules and Operations," be amended to read as follows (new language underscored):

COMPOSITION: The Committee shall be composed of ASEA members. One shall be the AFSCME International Women's Committee member who shall be the Chair of the committee, and two representative members each from Juneau, Anchorage, Fairbanks, and Rural Alaska. In the event that ASEA does not have an appointee to the AFSCME International Women's Committee, the president shall appoint the Chair from among the members of the committee. The appointment shall be for the duration of her/his regular appointment as outlined below in the term of appointment or until a member is appointed to the AFSCME International Women's Committee. In accordance with Article 8.04.C of the ASEA/AFSCME Local 52 Constitution, the President of ASEA/AFSCME Local 52 shall sit as an ex-officio member of the committee.

Amendment 05-129A (Committee-Elected Chair)

Moved by Sue Layton, seconded by Sheila Fowlkes

To have the Women's Issues Committee elect their own chair.

THE CHAIR RULED AMENDMENT 05-129A OUT OF ORDER AS IT CONFLICTS WITH THE ASEA CONSTITUTION.

Main motion 05-129 passed, with Sue Layton objecting.

(A 30-day notice of the proposed amendment to P&P 2.03.071 will be made in accordance with P&P 98.01.000.)

ASEA/AFSCME Local 52 Women's Committee

Committee Appointment (WIC Recommendation)

The President announced that he has asked Nadine Lefebvre to serve as Acting Chairperson to the ASEA/AFSCME Local 52 Women's Committee.

Main Motion 05-130 (Appointment to Women's Committee)

Recommendation of the Chair: To appoint Toya Winton to the ASEA/AFSCME Local 52 Women's Committee.

Moved by Wyatt Wheeler, seconded by Gloria Eggleton to accept the recommendation of the Chair.

Motion 05-130 passed, without objection.

Class I Committee

Main Motion 05-131 (Refer to P&P Subcommittee)

Moved by Michael Williams, seconded by Gloria Eggleton

Refer to the P&P Subcommittee to develop rules of operation and composition consistent with the constitutional amendment about the Class I Committee.

Motion 05-131 passed, without objection.

The Chair named Gloria Eggleton to serve as liaison to the P&P Subcommittee on behalf of the Class I Committee in developing the rules of operation.

Decorum in Debate (RRONR Sec. 43)

Action by General Consensus 05-132 (Postpone to Time Certain)

Without objection, the agenda item, “Decorum in Debate (RRONR Sec. 43)” was postponed until tomorrow.

Discussion of ASEA P&P 22.00.000 As Regards Future Elections

Action by General Consensus 05-133 (Postpone to Next Quarterly Meeting)

Without objection, the agenda item, “Discussion of ASEA P&P 22.00.000 AS Regards Future Elections” was postponed to the September 3-4, 2005, quarterly board meeting.

Discussion of 17.02.000, “Publications”

Appoint E-Board Members to Help Business Manager

Citing P&P 17.02.000 Barbara Brandt initiated the discussion, speaking to the publishing timelines for *The Solidarity Update*, and ways that the Board could assist the Business Manager.

(The Chair calls for a ten-minute break at 5:20 p.m., resuming the record at 5:30 p.m.)

Barbara would like the Board to consider offering help to Union staff to ensure that scheduled *Solidarity Update* publications do get to the members in a timely fashion, and suggested the following:

- Appoint State Executive Board members to help Business Manager
- Schedule upcoming *SolidarityUpdate* publications
- Solicit articles
- Feature a “President’s Corner”
- Feature a “Steward of the Quarter”

Business Manager Jim Duncan explained that he made the decision not to put out the March *Solidarity*. Membership needed continuous up-to-date communications to involve them in the legislative process; i.e., Legislative Alerts and Updates were sent out to keep the Union’s interactive web page on the PAC link updated to the minute on legislative action against the target bills that the Union was interested in. This was not a decision ongoing for the future. Updates will be distributed electronically by posting to web, and broadcasting emails being sent via email to the membership on the availability of *The Solidarity Update* on the website.

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Main Motion 05-134 (Executive Session)

Moved by Michael Williams, seconded by Wyatt Wheeler
To enter into executive session to protect the privacy of individuals.
Motion 05-134 passed, without objection.

(The State Executive Board entered into executive session at 5:37 p.m., resuming general session at 5:54 p.m.)

Main Motion 05-135 (Publishing Guidelines)

Moved by Sue Layton, seconded by Karen Zubillaga
That the P&P Subcommittee develop guidelines for the content of articles/columns for consideration in the Solidarity Update.

Wyatt calls the question, without objection to ending debate.

Motion 05-135 failed, with the following Roll Call Vote: Barbara Brandt, yes; Gloria Eggleton, yes; Karen Zubillaga, yes; Sheila Fowlkes, no; Stephen Wright, no; Sue Layton, yes; Wade Wahrenbrock, no; Wyatt Wheeler, no; Michael Wheeler, no; and the Chair choosing not to vote.

Main Motion 05-136 (Evening Recess)

Moved by Wade Wahrenbrock, seconded by Michael Williams
To recess and reconvene at 8:30 a.m. tomorrow morning.
Motion 05-136 passed, without objection.

(The meeting recessed at 6:05 p.m., to reconvene 8:30 tomorrow, May 21, 2005.)

DAY 2

CALL TO ORDER AND ROLL CALL (8:32 am.)

The quarterly business session of the State Executive Board convened at the WestCoast Cape Fox Lodge in Ketchikan AK and was called to order at 8:32 a.m. by President Gordon Glaser on May 21, 2005. 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
Christopher Pace, Professional Representative
Gloria Eggleton, Class I Representative
Gordon Glaser, President
Karen Zubillaga, Treasurer (Arrived approximately 9:30 a.m.)
Wyatt Wheeler, Central Region Representative (Anchorage)
Michael Williams, Secretary
N. Sue Layton, Administrative Support Representative
Sheila Fowlkes, Technical Representative
Stephen Wright, Southeast (Juneau) Representative
Wade Wahrenbrock, Rural Representative
Jim Duncan, Business Manager (with voice; no vote)

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Absences: None

Also present: AFSCME International Vice President Ken Allen, Regional Director Tam Tocher, Bristol Bay Chapter President Billie Benedict, and Administrative Assistant Roberta Holmes-Carter

OBLIGATION OF AN OFFICER

Without objection, the rules were suspended to allow Professional Representative Chris Pace to be sworn in for the record, absent a formal printed copy of the Obligation of an Officer to which he could subscribe. Chris Pace was sworn into office on the record.

NEW BUSINESS (Continued)

Decorum in Debate (RRONR Sec. 43)

Main Motion 05-137 (Refer to Board Retreat)

Moved by Stephen Wright, seconded by Michael Williams

To refer the agenda item “Decorum in Debate (RRONR Sec. 43) to the Board Retreat.

Motion 05-137 passed, without objection.

ASEA Constitution Article 7.02.E

Main Motion 05-138 (ASEA Constitution Art. 7.02.E)

Moved by Sue Layton, seconded by Sheila Fowlkes

The Board shall comply with Article 7.02.E and establish and publish criteria for assigning members to occupational groups. The Board will notify all individuals whose occupational group has been changed or newly created.

(The Chair called for a ten-minute break at 9:05 a.m., resuming the record at 9:13 a.m.)

INTRODUCTION OF SUE LEE, DIRECTOR OF ORGANIZING FOR COUNCIL 75

AFSCME Council 75’s Director of Organizing, Sue Lee, was introduced and spoke briefly to the successful organizing endeavors of Council 75.

NEW BUSINESS (Continued)

ASEA Constitution Article 7.02.E (Continued)

Main Motion 05-138 (ASEA Constitution Art. 7.02.E) (Continued)

Moved by Sue Layton, seconded by Sheila Fowlkes

1 The Board shall comply with Article 7.02.E and establish and publish criteria for assigning members to
 2 occupational groups. The Board will notify all individuals whose occupational group has been changed
 3 or newly created.

4 There was discussion by the Board.

5 Wade Wahrenbrock calls the question, with objection to ending debate.

6 Debate continues.

7 Michael Williams calls for the question, without objection to ending debate.

8 Motion 05-138 passed, without objection.
 9

10 Business Leave Warrants State Adjustments (YTD Annual/Personal Leave Usage)

11 Barbara Brandt puts forward her concerns regarding payroll accounting practices that do not reflect true
 12 usage and timely reimbursements to the Annual/Personal Leave accounts. Year-to-Date Usage continues
 13 to reflect Annual/Personal Leave hours as they are not likewise offset to any reimbursement to the
 14 Annual/Personal Leave accounts. Discussion follows.

15 The Business Manager agrees there will be an ongoing problem and that problems will be
 16 addressed by staff on an individual basis.
 17

18 Without objection, the rules were suspended to talk about awards.
 19

20 Awards

21
 22 Main Motion 05-139 (Authorization for Service Recognition Plaques)

23 Moved by Wyatt Wheeler, seconded by Karen Zubillaga

24 The past members of the Executive Board, Hettie Hume, Toya Winton, and Billie Benedict, receive an
 25 award in recognition for services to the members and the State Executive Board.
 26

27 Amendment 05-139A

28 Moved by Sue Layton, Seconded by Wade Wahrenbrock

29 To send a letter of recognition or a certificate on behalf of the Board in lieu of receiving a award.

30 Amendment 05-139A passed, without objection.
 31

32 Amendment 05-139B

33 Moved by Chris Pace, seconded by Sue Layton

34 To add the names of Barbara Karl and Pat Morrow for recognition.

35 Amendment 05-139B failed, by a show of hands 4:5.
 36

37 Motion 05-139 as amended passed, without objection.
 38

39 Upcoming Board Retreat

40 IVP Ken Allen on upcoming board visioning retreat: Give thought at training during the Retreat on how
 41 that will impact your Union's structure and governance; i.e., addressing the individual Bargaining Unit's
 42 right to have a seat on the Board. This will allow the Board, should it decide changes are needed, to put
 43 forward those changes at the 2006 ASEA Biennial Convention. The Business Manager agrees, and

1 requests Area Regional Director Tam Tocher to provide information at the Board Retreat to assist the
2 Board in examining this.

3 Invitation by the Midnight Sun Chapter

4 Northern Region Representative Barbara Brandt offers an invitation to the State Executive Board to attend
5 the Midnight Sun Chapter picnic that is going to be held on June 11, 2005, at Pioneer Park (old name
6 Alaskaland).

7
8 **REPORTS - Committee Reports (10:00 a.m. time certain)**

9 A telephonic connection was established for all incoming calls from Committee Chairs wishing to present
10 an oral report to the Board, with the meeting continuing until such time a call is joined.

11 Bush Community Committee

12 WADE WAHRENBROCK: The Bush [Community] Committee
13 had their annual face-to-face meeting on March 24th in Anchorage. They subsequently had
14 one telephonic committee meeting after that.

15 At the annual meeting, it was quite a productive time there. During the
16 early part of the meeting they got into a discussion of geographic differential. We had
17 arranged a teleconference with Fate [Putman]. At the teleconference he indicated that he
18 had a senator that he was working with, Senator Waggoner off the Peninsula to introduce
19 the legislation. Then after lunch, he indicated that had in fact been introduced and already
20 had assignments to the Senate Affairs and Senate Finance.

21 So through the course of the meeting there, the Bush Committee produced a
22 resolution that was sent to the Senate Affairs Committee, and also we worked with Fate to
23 get together a small core group to attend a hearing with Senator Farris. That took up a lot
24 of time in committee.

25 I should mention that, I think, all the members were there, with the
26 exception of one, Heidi Ellis out of Ketchikan. She had only been onboard two days
27 officially, so it was kind of short notice and she could not attend.

28 Gordon [Glaser] was also there for quite a bit of our meeting, as well as
29 Kim Metcalfe.

30 Additionally, we had a telephone meeting with Stan Kaneshiro to talk about
31 our Health Benefits Trust, and there was a lot of discussion back and forth on that.

32 As far as outcomes, in reference to the Health Trust, there was recognition
33 of the resolutions at the Convention and the changes that the Health Trust has made to the
34 Pharmacy Program for non-prescriber pharmacies in some of the rural areas. And at the
35 time, as you may be aware of since, the Health Trust Trustees have passed a new benefit to
36 allow for – to pay for part of the travel for diagnostic purposes for rural members to come
37 into the bigger cities to get that done.

38 There was a lot of discussion and actually a desire by the Bush Committee
39 members to more or less ask Jim to take a look at restructuring or consider going back to
40 times past, of having an individual or maybe two individuals who were largely responsible
41 for Rural Business Agent representation. I am not sure that Jim would be too wild about
42 the idea, but I am just bringing it up as a desire of the committee. They thought that one
43 individual who more or less specialized in Rural issues there would be a better benefit to
44 the membership.

1 Additionally, there was discussion of the past strike authorization vote and
 2 during that period chapters received membership lists that had a number of errors
 3 associated with them. There was a reference, or more or less a request, to ask the staff and
 4 our Business Manager to periodically send out membership listings to each of the
 5 individual chapters – at least to the Rural/Bush chapters – so they can go through and
 6 review those and purge any wrong names.

7 And I would say, when I was Chapter President of Cook Inlet Chapter for
 8 several years, there were a number of inaccuracies that seemed to crop up every now and
 9 then. I know we have changed our system since then, but that was a request that I would
 10 like to forward.

11 And lastly, I mentioned to Jim that there is a little problem as far as some of
 12 the arrangements of travel of the folks to the committee. And I have talked to Jim one-on-
 13 one about that.

14 And additionally, one of the teleconferences that was scheduled soon after
 15 the Committee, Kim Metcalfe inadvertently missed the meeting herself and she is always
 16 the person who sets up the bridge to the teleconference. So people were kind of waiting
 17 around and nothing happened. So there was a suggestion, if possible, that the Committee
 18 Chair be provided the opportunity to initiate those teleconferences in case staff is not able
 19 to help them in a particular circumstance.

20 And I should mention that there were elections at the committee meeting.
 21 Lauri Medlin is now the Chair of that committee. In light of the fact that they had a
 22 resignation by the previous chair, kind of mid-stream, they elected a vice-chair who will
 23 serve in the absence of the elected Chair.

24 And, also, Julie Rolf out of Dillingham was elected and continues on as
 25 Secretary.

26 And that is the end of the report, unless there are questions.

27
 28 Business Manager Jim Duncan responds to the Committee's requests:

- 29 • Dedicated Business Agent for the Rural/Bush Area: He will look at that again, but with the
 30 increase in rural visitation, it is necessary to keep costs down.
- 31 • Chapter Membership Listings: An Information Request needs to be executed for membership
 32 rosters. The Business Manager will consider the request to send out rosters periodically to all
 33 chapters to be critiqued by the chapters and exceptions noted to the Union for correction and work
 34 with the chapters to find a solution.
- 35 • Teleconference Initiation: A staff member will be assigned to guarantee telephonic connection.

36
 37 Wade brings forward the name of Katie Davis (out of Barrow, Alaska) to be considered by the
 38 President for appointment to the Bush Community Committee.
 39

40 ASEA/AFSCME Local 52 Women's Committee

41 Secretary Michael Williams reads the following report into the record:

42 *Faxed Report (Received 5/21/05)*

43
 44
 45 Mr. President and Executive Board Members and Guests:

1
2 The Women's Issues Committee wants to acknowledge Hettie Hume. Hettie had served ASEA for
3 many years. She was instrumental in the creation and success of the Women's Issues Committee.
4 Hettie has left state service for private enterprise and we wish her success in her new endeavor.

5 President Glaser had asked the current Women's Issues Committee Secretary, Nadine
6 Lefebvre, to act as Interim Chairperson until the Executive Board selects a new chair.

7 We are also anxious to hear if other interested persons have come forward to the
8 Executive Board to serve on the Women's Issues Committee. Meanwhile, we are pleased to
9 recognize Laura Ghormley from the Central Region as our newest Women's Issues Committee
10 member.

11 The Women's Issues Committee continues to serve the ASEA membership in person and
12 online. We have completed and submitted our second online survey and request the status of
13 approval and posting of this information gathering opportunity.

14 We had also begun to develop online PowerPoint presentations for ASEA members. This
15 would be free membership training to be accessed and utilized by ASEA members at appropriate
16 times. There will be no data stream or sound embedded in these presentations, so there will be
17 no violation of policy if a member wants to access a presentation from a state computer during a
18 break period.

19 The Women's Issues Committee strongly supports learning and training opportunities for
20 current and new employees. We want the ASEA membership to know that their Union is working
21 for them on every level, supporting their success now and their future work with the State of
22 Alaska.

23 Thank you for your time and consideration.

24
25 Signed: Nadine Lefebvre
26 Women's Issues Committee Secretary
27

28 Barbara Brandt brings forward the following items for Business Manager response as to status:

- 29 • Information Request for establishment of Second Survey Link on Pink Link: Business Manager
30 Jim Duncan states that he has not been made aware of a second survey request. That will be
31 checked into. If the request needs to be renewed, the Union will go directly to Ms. Lefebvre.
- 32 • Committee Training to be conducted this Fiscal Year: There has been no formal request made.
33 The Committee has \$173 left in their budget for FY2005. Any training cost that would be
34 required would exceed the budget and require a recommendation from the Business Manager to
35 the State Executive Board for a budget increase and there is no budget together for that.
- 36 • Receipt by the Union of the \$1,000 donation from the Midnight Sun Chapter to the Women's
37 Issues Committee: Individual donations have not been received for the Women's Committee.
38

39 (The telephonic bridge to receive further committee reports was disconnected, having accounted for all
40 outstanding committees.)

41 Class I Standing Committee

42
43 CHAIRPERSON GLORIA EGGLETON: Our minutes are in the
44 book there (indicating the Board's meeting reference notebook). I put in minutes for
45 March and April 2005.

46 We are also in the process of meeting the fourth Wednesday of each month
47 at the Union Office, at 5:15 p.m.

1 We are in the process of asking Jim and Reber to give us a website as a chat
 2 room so our rural areas could write in if they are having any problems or anything we can
 3 help them with. So we are in the process of waiting on that.

4 We are now a standing committee, so any Class I's that voted, we really
 5 appreciated that.

6 And we are also in the process of working with Mike and Barbara on
 7 policies and procedures for our Class I Standing Committee.

8 Any questions? I would be willing to answer.

9
 10 The following issues were brought forward for discussion:

- 11 • Nurses Standby Pay: That is a continuing issue.
- 12 • Mandatory OT: They are in the process of having On-Call Nurses, but it has not been successful
 13 getting nurses in. That issue continues.

14
 15 Main Motion 05-140 (Class I Appointment)

16 *Recommendation of the Chair: To appoint Sharon Wessels to the Class I Standing Committee.*

17 Moved by Gloria Eggleton, seconded by Wyatt Wheeler to accept the recommendation of the Chair.

18 Motion 05-140 passed, without objection.
 19

20 Communications Committee

21
 22 STEPHEN WRIGHT: I spoke with Larry Nakata on two or three
 23 occasions regarding the Webmail. We did not officially meet. The only real discussion we
 24 had was concerning the implementation of the Webmail system, and I think our Business
 25 Manager has covered that subject adequately.

26
 27 Main Motion 05-141 (Communications Committee Appointment)

28 *Recommendation of the Chair: To appoint Wyatt Wheeler to the Communications Committee.*

29 Moved by Karen Zubillaga, seconded by Wade Wahrenbrock, to accept the Chair's recommendation.

30 Motion 05-141 passed, without objection.
 31

32 Grievance Review Committee

33 In lieu of a formal report from the Committee Chair, the Business Manager gave the following recap on
 34 the activity of the Grievance Review Committee:

- 35 • Four (4) cases were considered by the Committee
- 36 • Appeal Hearing held on 1/26/05: BA Mike Robbins decision not to proceed to arbitration was
 37 upheld
- 38 • Appeal Hearing held on 3/29/05: BA Mike Robbins – BA upheld
- 39 • Appeal Hearings are scheduled for 6/8/05 on two other DOR cases handled by Chilly Felder
- 40 • Emphasis was made on the need for appointments to the Grievance Review Committee

41
 42 *(Instruction from the President: That the Secretary send out a broadcast email on committee vacancies.)*
 43

1 Contract Negotiations Committee

2 The Business Manager reports there is nothing new at this point. A new Contract Negotiations
3 Committee (CNC) will be elected in March 2006. Notice of Nominations for that election will go out the
4 end of December 2005. Organizing will begin for the work of the new CNC in August-September 2006.
5 It was noted that under the GGU CBA, the CNC must be in place six months prior to the end of the
6 contract, June 30, 2007.

7 ASEA Judicial Panel Report

8 The Anchorage Alternate seat, and both the Juneau Primary and Alternate seats are vacant. Wyatt
9 Wahrenbrock and Stephen Wright will bring forward names for appointment to be considered by the
10 President.

11 Probation/Parole Committee (in book)

12 (See report attached, submitted by Probation/Parole Committee Chair Chris Lyou.)

14 AFSCME Health Care Advisory Committee, submitted by Eileen Olson, AFSCME Appointee

15 (See report attached, submitted by Eileen Olson, AFSCME appointee.)

17 AFSCME Corrections United (ACU) National Steering Committee

19 (See report attached, submitted by Chris Lyou, AFSCME appointee.)

21 AFSCME Gay and Lesbian Rights Advisory Committee

23 (See report attached, submitted by John Roxburgh, AFSCME appointee.)

25 AFSCME Judicial Panel

26 Barbara Brandt reported that no decisions have come her way that she felt would impact ASEA. She has
27 nothing further to report.

30 Main Motion 05-142 (Receive Written Committee Reports into the Record)

31 Michael Williams moved, seconded by Wyatt Wheeler

32 To receive the following written committee reports into the record:

- 33 • Class I Standing Committee Minutes of the March and April 2005 meetings
- 34 • ASEA Probation/Parole Officers Committee, submitted by Chris Lyou, Committee Chair
- 35 • AFSCME Health Care Advisory Committee, submitted by Eileen Olson, AFSCME Appointee

- 1 • AFSCME Corrections United (ACU) National Steering Committee Meeting, submitted by Chris
- 2 Lyou, AFSCME Appointee
- 3 • AFSCME Gay and Lesbian Rights Advisory Committee, submitted by John Roxburgh, AFSCME
- 4 Appointee

5 Motion 05-142 passed, without objection.

6
7 (The Chair calls for a brief break at 9:40 a.m. to allow checkout; resuming the record at 11:00 a.m.)

8
9 **MEMBER COMMENTS**

10 A telephonic connection was established for all incoming calls from members wishing to address the

11 Board, with the meeting continuing until such time a call is joined.

12

13 Northwest Regional Conference (June 24-25, 2005) (Continued)

14
15 Main Motion 05-143 (Authorize Replacement Attendee to NW Regional Conference)

16 Moved by Barbara Brandt, seconded by Gloria Eggleton

17 To replace Wyatt Wheeler with Gloria Eggleton to the Northwest Regional Conference.

18 Motion 05-143 passed, without objection.

19

20 Libelous Comments (Continued)

21
22 Main Motion 05-144 (Postpone)

23 Moved by Barbara Brandt, seconded by Wyatt Wheeler

24 To postpone agenda item "Libelous Comments" to the Board Retreat, September 1-2, 2005, in Fairbanks.

25 Motion 05-144 passed, without objection.

26

27 Main Motion 05-145 (Adjournment, 12:00 noon)

28 Moved Wyatt Wheeler, seconded by Wade Wahrenbrock

29 To adjourn at 12:00 noon.

30 Motion 05-145 passed, without objection.

31

32 P&P Subcommittee of the State Executive Board

33
34 Main Motion 05-146 (P&P Subcommittee Appointment)

35 *Recommendation of the Chair: To appoint Stephen Wright to P&P Subcommittee.*

36 Moved by Barbara Brandt, seconded by Wyatt Wheeler to accept the recommendation of the Chair.

37 Motion 05-146 passed, without objection.

38

39 Barbara Brandt announced her intention to schedule a first meeting of the new P&P

40 Subcommittee.

41

42 **GOOD AND WELFARE**

43 There was nothing placed before the Board for discussion or action.

1

2 (The telephonic bridge was disconnected at this time, having received no calls or visits from members.)

3

4 **ADJOURNMENT**

5 The meeting adjourned at 12:00 noon time certain.

6

7

8

9 Respectfully submitted by

10 Michael R. Williams, Secretary

11 State Executive Board

12 ASEA/AFSCME Local 52, AFL-CIO