



Alaskans Working For Alaska!

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Pending Approval by
THE STATE EXECUTIVE BOARD

MINUTES
ASEA/AFSCME LOCAL 52
Quarterly Meeting Held
September 3-4, 2005
(Fairbanks AK)

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**STATE EXECUTIVE BOARD MEETING
SEPTEMBER 3-4, 2005
Westmark Fairbanks Hotel, Fairbanks AK**

DAY 1

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

The quarterly business session of the State Executive Board convened at the Westmark Fairbanks Hotel in Fairbanks 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:

Chris Pace, Professional Representative
Gloria Eggleton, Class I Representative
Gordon Glaser, President
Karen Zubillaga, Treasurer
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:

Barbara Brandt, Northern Region (Fairbanks/Northstar Borough) Representative - excused
Wyatt Wheeler, Central Area Representative (Anchorage) - excused

Also present: AFSCME Regional Director Tam Tocher, and Administrative Assistant Roberta Holmes-Carter.

It is noted for the record that IVP Ken Allen and IVP Greg Devereux could not attend due to Labor Day activities in their respective councils in Washington and Oregon states.

ADOPT AGENDA

Main Motion 06-001 (Adopt Agenda)

Moved by Michael Williams, seconded by Sue Layton
To adopt the agenda as presented.

Amendment 06-001A (Multiple Additions to Agenda)

- Moved by Sheila Fowlkes, seconded by Sue Layton, to add agenda items, "Motions 05-124, 05-126" under Unfinished Business, at the end.
- Moved by Wade Wahrenbrock, seconded by Sue Layton, to add agenda item, "Recent Action by the Health Trust," and "CBA/Negotiations" under New Business.

- Moved by Sue Layton, seconded by Sheila Fowlkes, to add the agenda items, “Motion 05-137 – Decorum and Debate,” and “Motion 05-144 – Libelous Comments” under Unfinished Business, at the end.

Amendment 06-001A passed, without objection.

Amendment 05-001B (Item additions to Business Manager Report)

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

Amendment 05-001B passed, without objection.

Motion 06-001 as amended passed, without objection.

APPROVE MINUTES

Main Motion 06-002 [Approval of 5/20-21/05 Minutes (Ketchikan)]

Moved by Chris Pace, seconded by Wade Wahrenbrock

To accept the minutes of May 20-21, 2005 (Ketchikan), as presented.

Amendment 06-002A (Housekeeping)

Sue Layton corrects the spelling within Motion 05-126 to read “from.”

Amendment 06-002A passed, without objection.

Motion 06-002 passed as corrected, without objection.

RECEIVE POLLS INTO RECORD

Main Motion 06-003 (Polls of 7/7/05A, B, C, D; 7/21/05A, B, C)

Moved by Wade Wahrenbrock, seconded by Gloria Eggleton

To receive the following polls into the record:

- Poll 7/7/05 A – Approval of recommendation for appointment of Nadine Lefebvre to the AFSCME Women’s Advisory Committee
- Poll 7/7/05 B – Approval of recommendation for appointment of Katie Davis to the ASEA Bush Community Committee
- Poll 7/7/05 C – Approval of recommendation for appointment of Stephen Wright (Chair), Chris Pace, and Wyatt Wheeler to the Selection Committee for Alaska Retiree Management Board (ARMB) candidates
- Poll 7/7/05 D – Approval to authorize the Business Manager to spend up to \$50,000 for legal expenses associated with SB 141.
- Poll 7/21/05 A – Approval of recommendation of Frank J. Puschak to the ARMB
- Poll 7/21/05 B – Approval of recommendation of Michael R. Williams to the ARMB
- Poll 7/21/05 C – Approval of recommendation of James R. Wilson to the ARMB

Amendment 06-003A (Exception)

Moved by Wade Wahrenbrock, seconded by Chris Pace

To move the motion, except Poll 7/21/05 C.

Amendment 06-003A passed, without objection.

1
2 Motion 06-003 passed as amended, without objection.

3
4 (The Chair calls for a brief break to allow Secretary Michael Williams to retrieve from the WebMail his
5 announcement of the results and voting record on Poll 7/21/05 C.)

6
7 Motion 06-004 (Poll 7/21/05 C)

8 Moved by Sue Layton, seconded by Wade Wahrenbrock

9 To receive the following poll into the record:

- 10
11 • Poll 7/21/05 C - Approval 5:4:1:0 of recommendation of James R. Wilson to the ARMB, with
12 Barbara Brandt voting no, Chris Pace voting yes, Gloria Eggleton voting no, Karen Zubillaga
13 voting no, Michael Williams abstaining, Sheila Fowlkes voting yes, Stephen Wright voting yes,
14 Sue Layton voting yes, Wade Wahrenbrock voting yes, Wyatt Wheeler voting no, and Gordon
15 Glaser as President choosing not to vote.

16
17 Motion 06-004 passed, without objection.

18
19 **REPORTS – Business Manager’s Report**

20 Budget Review/Update – FY05 Financials YTD

21 The Business Manager reviewed the balance sheet of the FY2005 Financials and summarized the year-
22 end adjustments.

23
24 [Instruction to the Business Manager: Chris Pace requested a copy of the
25 2004 10th Biennial Convention motion regarding the deposit of
26 reimbursement of Business Leave Bank monies directly into the Bargain
27 and Strike Reserve Account. (It is noted for the record that during a brief
28 recess the 2004 Convention notes reflecting the dialogue and motion in
29 which he was interested were made available to Board Member Pace, to his
30 satisfaction.)]

31
32 A bar graph, “Percentage of Expenses to Current Budget,” was distributed to the Board Members
33 and discussed.

34
35 (Instruction to the Business Manager: Send the bar graph, “ Percentage of
36 Expenses to Current Budget,” electronically to the Board Members.)

37 FY 06 Budget

38 The Business Manager reviewed the FY2006 Budget and financials with the Board.

39 Amendment #1 to the FY06 Budget is distributed to the Board. It is noted by the Business
40 Manager that this is a “savings” amendment, not an “increase.” A discussion of the proposed reallocation
41 of budget line items followed; and the bar graph, “Percentage of ASEA Expenses After Amendment #1,”
42 is distributed to the Board.

1 Further discussion was initiated by Karen Zubillaga with a comparative reference to the 2004
 2 Budget & Audit Committee discussion on the allocation of expenses at that time, taking into
 3 consideration the organizing efforts of the Correctional Officers.

4
 5 (Instruction to the Business Manager: Wade Wahrenbrock requests a
 6 projection of core costs that new bargaining units would bear, if brought
 7 into ASEA.)
 8

9 Main Motion 06-005 (Adoption of FY06 Budget Amendment 1)

10 Moved by Chris Pace, seconded by Karen Zubillaga
 11 To adopt FY06 Budget Amendment 1 as proposed by Business Manager Jim Duncan.
 12 Motion 06-005 passed, without objection.
 13

14 A paper reflecting GGU membership trends was distributed to the Board. An update will be given
 15 by the Business Manager at the December board meeting.

16 IEB Resolution (McEntee) New PEOPLE Political Action Program

17 The Business Manager referred to International President Gerald W. McEntee's letter of 7/20/05 and the
 18 Resolution therein brought forward and adopted by the AFSCME International Executive Board:

19 "Commitment to the Goals of the PEOPLE Program"
 20

21 WHEREAS:

22 The current political climate has amplified election challenges to this Union; and
 23
 24

25 WHEREAS:

26 AFSCME must continue its vigorous participation in politics to withstand the targeted assaults on
 27 labor and working people; and
 28

29 WHEREAS:

30 Recent and impending changes in federal campaign finance laws and regulations, and states
 31 embracing bans on the use of soft money to fund political activities has significantly elevated the
 32 need to generate more PEOPLE contributions; and
 33

34 WHEREAS:

35 Continuing to raise PEOPLE dollars at our current level will not provide sufficient funds to run our
 36 political operations timely, thoroughly and effectively; and
 37

38 WHEREAS:

39 A sustainable and accountable political program begins with "leadership by example" and by
 40 commitments from the International and its affiliates;
 41

42 THEREFORE BE IT RESOLVED:

43
 44 That all AFSCME leadership – including the elected officers, executive officers, board members and
 45 the senior and professional staff of the International Union, Councils, and local unions commit to
 46 contributing to PEOPLE at the 1% level.
 47

48 BE IT FURTHER RESOLVED:
 49

1 That all affiliates with access to voluntary payroll deduction, known as "check-off," establish a
 2 PEOPLE fundraising goal; and by September 2005 submit, to the President of the International
 3 Union, a written plan, including a goal and budget, that identifies the means, resources and
 4 necessary actions to increase PEOPLE participation.

5
 6 BE IT FINALLY RESOLVED:

7
 8 That all affiliates without voluntary payroll deduction, or check-off, also establish PEOPLE goals and
 9 begin to negotiate check-off language in their collective bargaining agreements; and by September
 10 2005 submit, to the President of the International Union, a written plan, including a goal and
 11 budget, that identifies the means, resources and necessary actions to increase PEOPLE
 12 participation.

13
 14 SUBMITTED BY:

15
 Mary E. Sullivan
 International Vice President
 CSEA Local 1000

Joseph Rugola
 International Vice President
 OAPSE Local 4

16
 17 ASEA/AFSCME Local 52 wishes to double the PEOPLE dollars in contributions. AFSCME is expecting
 18 35% versus the previous 10% of a Local's population to be participants.

19 Chapter Presidents, Chief Stewards, and PAC Directors on August 22, 2005, received via
 20 electronic media letters encouraging their participation in the PEOPLE Program. Each recipient received
 21 50 copies of the new Voluntary Contribution form, authorizing a payroll deduction contribution to the
 22 ASEA/AFSCME Local 52 Political Action Committee. Participation through the Voluntary Contribution
 23 to the PAC automatically qualifies the contributor(s) as a participant of the AFSCME PEOPLE Program.
 24 These forms are then readily available to GGU members through the Chapter Presidents, Chief Stewards,
 25 and PAC Directors, as well as the Union offices.

26 The Business Manager explained the incentive program in signing up contributors through the
 27 new Voluntary Contribution form.

28
 29 *ASEA Political Action Leadership Conference*

30 An ASEA Political Action Leadership Conference is being planned for February in Juneau, to coincide
 31 with the AFL-CIO Legislative Conference and the State Executive Board's quarterly board meeting.
 32 Among the attendees will be the State Executive Board, Chapter Officers, Chief Stewards, AFL-CIO Vice
 33 Presidents and PAC Directors. It is the intent of the Political Action Leadership Conference to get the
 34 members excited about the PEOPLE program and get them educated on political action. ASEA will be
 35 putting forward a grant to AFSCME to help in our political action education of the membership.

36 Organizing of the PAC will realize no increase in expenditures in organizing. The Union is
 37 prohibited using union dues for political purposes, without permission of the individual member as it
 38 affects their dues obligation to the Union.

39
 40 *Main Motion 06-006 (Executive Session)*

41 Moved by Chris Pace, seconded by Stephen Wright

42 To enter into executive session, to protect the privacy of individuals.

43 Motion 06-006 passed, without objection.
 44

1 (The State Executive Board entered into executive session at 10:45 a.m., resuming general session at
2 11:00 a.m.)

3
4 **MEMBER COMMENTS (11:00 A.M. – 12:00 P.M. time-certain)**

5 A telephonic connection was established at 11:00 a.m. for all incoming calls from members wishing to
6 address the Board, with the meeting continuing until such time a call is joined.

- 7 • Wes Thompson – The Special Status of Union Stewards

8
9 **REPORTS – Business Manager’s Report (Continued)**

10 Collections Update

11 The Business Manager gave a status report on the collections effort. Adrienne Andrews, a temporary hire
12 with extensive collections experience, has been brought in to clean up outstanding files owing arrearages.
13 One vehicle the Union may utilize in collecting these arrearages is filing with the small claims court,
14 pursuing judgments against those accounts.

15 The Union continues to work with the state on not turning off the dues buckets of seasonal
16 employees and employees in lay-off status, in an effort to minimize the number of employees owing back
17 dues.

18
19 (Instruction to the Business Manager: To report in the December State
20 Executive Board meeting on the total number of individuals who owe back
21 dues.)

22
23 Discussion continued regarding collections.

24
25 (Note of record: The telephonic connection for Member Comments continued to be activated.)

26 Grievances and Arbitrations Report

27 The Business Manager gave a cursory review on the status of complaints, grievances, and arbitrations.

28
29 (Note of record: The telephonic connection was released, with no further members coming
30 online.)

31
32 (The State Executive Board recessed for lunch at 12:00 noon, resuming the record at 1:00 p.m.)

33 Wachovia Presentation by Wayne Pichon (1:00 p.m. time-certain)

34
35 Main Motion 06-007 (Executive Session)

36 Moved by Michael Williams, seconded by Gordon Glaser

37 To enter into executive session to receive the performance report of the Bargaining and Strike Reserve
38 Account.

39 Motion 06-007 passed, without objection.

1 (The State Executive Board entered into executive session to protect the confidentiality of negotiations
 2 and/or litigation at 1:02 p.m., and continuing executive session to protect the privacy of individuals within
 3 the business of the agenda at 1:35 p.m., resuming general session at approximately 2:45 p.m.)

4 Member Advancement Program (MAP)

5
 6 Main Motion 06-008 (Acceptance of MAP)

7 Moved by Michael Williams, seconded by Gloria Eggleton

8 The Board accepts the Member Advancement Program (MAP) as presented by the Business Manager,
 9 with the understanding that there will be no increase in net expenses and that there will be an added line
 10 item to the budget for voluntary assignment of dues for political purposes.

11 Motion 07-008 passed, without objection.

12
 13 (Note of record: Area Director of Field Services Tam Tocher left the meeting, to return to Washington
 14 State.)

15 Lobbyist's Report (2:00 p.m. time-certain)

16
 17 Main Motion 06-009 (Executive Session)

18 Motion moved by Stephen Wright, seconded by Chris Pace

19 To move into executive session to receive the Lobbyist's Report by Fate Putman.

20 Motion 06-009 passed, without objection.

21
 22 (The State Executive Board entered into executive session to protect the confidentiality of negotiations
 23 and/or litigation at 2:56 p.m., resuming general session at 3:19 p.m.)

24 Grievance and Arbitration Report (Continued)

25 State of Alaska Health Benefits Contribution Calculation – Through Business Agent Doug Carson, the
 26 Union has advanced the grievance to Step IV, and is striking for an arbitrator. If ASEA prevails, there
 27 may be a retroactive payment due on the outcome.

28
 29 Health Trust Reconsideration for the Eligibility Date for New Hires – The position of the Union is that
 30 the ASEA Health Benefits Trust determines eligibility dates and that the State of Alaska therefore has to
 31 contribute to each employee on their eligibility date. The state is refusing to make that early contribution.
 32 We are proceeding to arbitration through Business Agent Bill Johnson and are now setting dates.

33 Senate Bill 141

34 The Business Manager apprises the Board of options that are being explored in challenging the
 35 implementation of the defined contribution retirement plan under Senate Bill 141.


36 Steward Training/MAT Update

37 Steward Training: As of August 2005 there are 165 Statewide Stewards, total. Of those 104 have
 38

received recent training. The status by chapters is as follows:

CHAPTER	STEWARDS TRAINED	STEWARDS NOT ATTENDING
Alcan (Tok)	0	1
Anchorage	34	28
Bethel	2	0
Bristol Bay (Dillingham)	1	0
Buffalo (Delta Junction)	0	0
Cook Inlet	5	2
Cordova	1	0
Midnight Sun (Fairbanks)	21	7
Glennallen	0	1
Juneau	15	11
Kachemak Bay (Homer)	2	0
Ketchikan	2	4
Kodiak-Aleutians	4	1
Mat-Su (Palmer, Wasilla, Willow)	12	1
Nome	2	0
Petersburg	0	3
Seward	2	0
Sitka	1	1
Valdez	0	1

Steward Release Notification: In our last contract, it was agreed that steward time would be reported on a separate form. That form has now been approved by the state (see next page). Stewards will be apprised of the new procedure for Steward Release Time notification.



State of Alaska

STEWARD RELEASE NOTIFICATION
(Payroll Code 102)

Employee Name (Last, First, MI)				SSN	
Release Time Begins		Release Time Ends		TOTAL HOURS	
Date	Time	Date	Time		
Explanation:					
Employee Signature				Date	
Supervisor Approval				Date	
<small>Distribution: ORIGINAL - Payroll COPY - Union Headquarters Effective: 10/01</small>					

(Instruction to the Business Manager: Have staff follow through to make certain the Steward Release Time notification is immediately distributed to all stewards, and posting of the new form to the ASEA website is done.)

It is noted that a steward's Social Security Number must be used on the Steward Release Notification form, as opposed to an employee identification number or left blank.

WebMail

The ASEA WebMail is up and operating. Accounts for 7,400 users have been set up. At last count 744 accounts have been accessed.

Business Leave Update

As of month's end July 2005, there is a Business Leave Bank Balance of \$589,289.55. Activity for July reflects \$16,606.83 received in contributions to the leave bank, and \$3,799.38 in usage.

(Instruction to the Business Manager: Chris Pace requests a 5-year history on the Business Leave Bank Balances.)

(The Chair calls for a brief break at approximately 4:00 p.m., resuming the record at 4:15 p.m.)

Catastrophic Leave

The Catastrophic Leave Bank at YE2004 reflected an accumulated total of 5,928.74 hours. From January 1, 2000, until August 23, 2005, there have been accrued 2,438.65 hours; authorized/used, (584.0) hours; returned, 2,750.59 hours, for a Current Available Balance of 10,533.98 hours.

Emergency Leave Bank

The Emergency Leave Bank (ELB) has been implemented in accordance with Article 26.13 of the GGU Collective Bargaining Agreement. Copies of the Authorization for Leave Contribution for Participation in ASEA Emergency Leave Bank (Emergency Leave Form) with eligibility criteria were distributed to the Board:

The Emergency Leave Form is posted under the ASEA website menu under "Leave: Emergency Leave Bank / Emergency Leave Form"

ASEA/AFSCME LOCAL 52 EMERGENCY LEAVE BANK
OPERATIONAL PROCEDURES

- The purpose of the Emergency Leave Bank is to provide paid leave for participants who have either personal or family health problems that require their extended absence from work.
- Participants who, if it is an emergency must, at a minimum, meet the general FMLA guidelines (29 CFR 825) for a serious health condition. Even though your situation qualifies for FMLA or AFLA, it may not meet the criteria for the Emergency Leave Bank. An emergency is a serious, unexpected situation that requires immediate attention. A situation that is either planned or anticipated is not an emergency.
- Participation in the Emergency Leave Bank is voluntary.
- Emergency Leave shall only be available to participants of the Bank.
- Employees may become participants in the Bank by notifying the Union in writing during the annual enrollment period (November of each year).
- A participant will contribute 7.5 hours to the Bank annually through leave contribution during the 4 pay period of the current leave year with the following restrictions:
 - If a participant will contribute 7.5 hours in July 2007 with the annual enrollment contribution beginning in December 2007.
 - Some employees who do not have to participate will contribute at the time of hire and the amount of their contribution will begin the following December.
- Participants may use the Bank if they do not meet the FMLA or AFLA and if their leave balance falls below 7.5 hours.
 - Participants who have exhausted their FMLA contribution but who remain eligible under AFLA shall have priority.
 - Participants who are not eligible for FMLA or AFLA shall be the first to be notified of their eligibility to use the Bank.
- The maximum amount of leave contribution shall be 7.5 hours.
- Once a member becomes a participant they will continue to participate in the provisions they notify the Union in writing during the annual enrollment period (November of each year).
- The Emergency Leave Bank will be managed by the Union Business Manager or his designee.
- Applications for use of the ELLB shall be made to the Business Manager or designee.
- If a participant does not use their approved Emergency Leave for the immediate emergency the leave will be returned to the Bank.
- Contributions become the property of the Union and will not be returned to members except through the procedures outlined in these policies.
- Article 26.13 of the 2004-2007 Contract incorporated into its entirety the terms of the ELLB.
- Members of the Bank who enrolled during the period July 1, 2000, December 31, 2000 will be eligible to use up to 7 annual contribution (7.5 hours).
- Members who enroll after 12 months, if the balance of the bank (in direct ratio to an amount equal to 7.5) the number of participants the goal will be to ensure that of preserving the health function of those who use the Bank.

**ASEA/AFSCME LOCAL 52 EMERGENCY LEAVE BANK
OPERATIONAL PROCEDURES**

- The purpose of the Emergency Leave Bank is to provide paid leave for participants who have either personal or family health problems that require their extended absence from work.
- For purposes of the ELB an emergency must, at a minimum, meet the general FMLA guidelines (29 CFR 825) for a serious health condition. Even though your situation qualifies for FMLA or AFLA, it may not meet the criteria for the Emergency Leave Bank. An emergency is a serious, unexpected situation that requires immediate attention. A situation that is either planned or anticipated is not an emergency.
- Participation in the Emergency Leave Bank is voluntary.
- Emergency Leave shall only be available to participants of the Bank.
- Employees may become participants in the Bank by notifying the Union in writing during the annual enrollment period (November of each year).

- 1 6. A participant will contribute 7.5 hours to the Bank annually through leave contribution
- 2 during the first pay period of the contract leave year with the following two exceptions:
- 3 a. ELB participants will contribute 7.5 hours in July 2005 with the normal recurring
- 4 contribution beginning in December 2005.
- 5 b. New employees who choose to participate will contribute at the time of hire and
- 6 the annual recurring contribution will begin the following December.
- 7 7. Participants may use the Bank if their situation qualifies for FMLA or AFLA and if their leave
- 8 balance falls below 75 hours.
- 9 a. Participants who have exhausted their FMLA entitlement but who remain entitled
- 10 under AFLA shall have priority.
- 11 b. Participants who are not eligible for FMLA or AFLA due to the threshold
- 12 requirement, but who are otherwise eligible, are entitled to use the Bank.
- 13 8. The minimum amount of leave disbursement shall be 7.5 hours.
- 14 9. Once a member becomes a participant they will continue to participate in the plan unless
- 15 they notify the Union in writing during the annual enrollment period (November of each
- 16 year).
- 17 10. The Emergency Leave Bank will be managed by the Union Business Manager or his
- 18 designee.
- 19 11. Applications for use of the ELB shall be made in writing to the Business Manager or
- 20 designee.
- 21 12. If a participant does not use their approved Emergency Leave for the immediate
- 22 emergency the leave will be returned to the Bank.
- 23 13. Contributions become the property of the Union and will not be returned to members
- 24 except through the procedures outlined in these policies.
- 25 14. Article 26.13 of the 2004-2007 Contract is incorporated in its entirety as policy of the
- 26 Union.
- 27 15. Members of the Bank who enrolled during the period July 1, 2005 – December 31, 2005
- 28 will be eligible to use up to 5 normal workdays (37.5 hours).
- 29 16. Notwithstanding number 15 above, if the balance of the bank (in days) falls to an amount
- 30 equal to ½ the number of participants the goal will become that of preserving the health
- 31 benefits of those who use the Bank.
- 32

The Emergency Leave Bank Application (shown to the right) is posted under the ASEA Website menu under “Leave: Emergency Leave Bank / Emergency Leave Bank Application for Use”

The form is titled "APPLICATION FOR EMERGENCY LEAVE BANK USE" and includes the following text:

 (Article 26.13 ASEA/SCM Contract)

 TO BE COMPLETED BY EMPLOYEES AND MEMBERS OF ASEA/AFSCME: 2610 North

 ALABAMA STATE EMPLOYEES ASSOCIATION, Attention: Jim Dawson, 1077 C Street, Suite 201,

 Anchorage, AK 99501. By fax: 907-577-6300; or by e-mail: jason@aseaunion.org.

 Name: _____

 Address: _____

 PLEASE COMPLETE THE FOLLOWING attached any additional sheets as may be necessary.

 1. (a) What is your current personal or annual leave balance? _____

 (b) If you are in the advancement system what is your current advance balance? _____

 2. (a) Give date of commencement of illness or injury for which Emergency

 Leave Bank benefits are being requested. _____

 (b) Give date that applicant may return to work after illness/injury. _____

 3. Has the State placed you on FMLA or AFLA as a result of the emergency? Yes, No

 (Please circle one)

 4. Please briefly describe your emergency situation: _____

 By signing this form I agree to allow representatives of ASEA to review the personal file, including, but

 not limited to, medical records, applicable to this request.

 Signature of Applicant: _____ Date of Signature: _____

 * Emergency is defined as a serious, unexpected situation that requires immediate attention. A

 situation that is either planned or anticipated is not an emergency. For purposes of the

 Emergency Leave Bank an emergency must meet the general FMLA guidelines (29 CFR 825.303) for

 a serious health condition.

Injury Leave

The Injury Leave Account has been implemented in accordance with Article 29.03 of the GGU Collective Bargaining Agreement. A formal application form and medical release form are being formulated and will be available shortly. To date, two members applied and qualified for use of the Injury Leave Bank for a total of 47.5 hours.

Staff Update/Internal and External Organizing

The Business Manager announced the hiring of and now onboard the following staff: Sam Rhodes (Full-time) in the position of Organizer/Business Agent and Alyson Bybee (Permanent Part-time), in the position of Receptionist/Mail Clerk, both located at ASEA Headquarters in Anchorage; and, Xenia DeVito (Full-time) in the position of Secretary located at ASEA Field Office in Fairbanks.

Internal Organizing

Internal organizing efforts are ongoing, with activity with the following chapters:

Ketchikan Chapter

- Worksite visits
- Assist in conducting officer elections
- Conduct Steward training: 3 additional new Stewards trained, totaling 4 Stewards
- Current Chapter President resigned. Working with chapter officers to cultivate a new President.

Seward Chapter

- Worksite visits
- Assisting Chapter President in chapter development of additional new Stewards

Sitka Chapter

- Worksite visits
- Assisting Chapter President in chapter development of additional new Stewards

Anchorage Chapter

- Worksite visits
- Assist with Chief Steward development

Organizing efforts continue to activate the Statewide Chief Stewards Committee. The organizing teleconference of the Statewide Chief Stewards Committee is scheduled within the next couple of weeks.

External Organizing

Main Motion 06-010 (Executive Session)

Moved by Wade Wahrenbrock, seconded by Michael Williams

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

Motion 06-010 passed, without objection.

(The State Executive Board entered into executive session at 4:30 p.m., resuming general session at 4:44 p.m.)

1 CBA Distribution and Rural Chapter Visitation

2 In the interest of the hour, this agenda item was postponed to tomorrow, September 4th, without objection.

3 21st Century Committee

4 Business Manager Jim Duncan reported on his recent attendance of the meeting of the 21st Century
5 Committee held in Seattle WA.

6 Chapter Reporting Update

7 FY2005 Financials and Reports have been received from 9 chapters; staff is working on or with 6
8 chapters to bring them current; and there are 4 chapters that the Union has received no contact regarding
9 their fiscal year-end reporting requirements: Bethel, Tok, Mat-Su, and Kodiak-Aleutians.

10 Labor-Management Committees

11 Letters have been sent to the state requesting activation of the following Labor-Management Committees:
12 (1) regarding the issue of Overtime Ineligible Bargaining Unit Members; (2) regarding the issue of
13 Ergonomics; (3) regarding the issue of Pay Inequities Experienced By Employees, When Directed To
14 Work Emergency Response Assignment; and, (4) regarding the issue of Saturday and Sunday
15 Differential.

16 Dispensing of Meds

17 It has been determined that CNAs can dispense meds, according to law.

18 Confidentiality Acknowledgment Agreement

19 Labor Relations Director Art Chance's response to the Business Manager's letter regarding the
20 Confidentiality Acknowledgment Agreement was discussed.

21
22 Main Motion 06-011 (Evening Recess)

23 Moved by Gloria Eggleton, seconded by Sue Layton

24 To recess for the evening, to reconvene at 8:30 a.m. in the morning.

25 Motion 06-011 passed, with a majority voice vote.

26
27 (The State Executive Board recessed Day 1 of the quarterly business session at 5:05 p.m., to reconvene at
28 8:30 a.m., Sunday, September 4, 2005.)
29
30

1 **DAY 2**

2
3 **CALL TO ORDER AND ROLL CALL (8:40 am.)**

4 The quarterly business session of the State Executive Board reconvened at the Westmark Fairbanks Hotel
5 in Fairbanks AK and was called to order at 8:40 a.m. by President Gordon Glaser. Secretary Michael
6 Williams called the roll and noted for the record the following board members and staff to be present.
7 The presence of a quorum was declared.

8
9 Present were:

10 Chris Pace, Professional Representative
11 Gloria Eggleton, Class I Representative
12 Gordon Glaser, President
13 Karen Zubillaga, Treasurer
14 Michael Williams, Secretary
15 N. Sue Layton, Administrative Support Representative
16 Sheila Fowlkes, Technical Representative
17 Stephen Wright, Southeast (Juneau) Representative
18 Wade Wahrenbrock, Rural Representative
19 Jim Duncan, Business Manager (with voice; no vote)

20
21 Absences:

22 Barbara Brandt, Northern Region (Fairbanks/Northstar Borough) Representative - excused
23 Wyatt Wheeler, Central Area Representative (Anchorage) - excused

24
25 Also present: Administrative Assistant Roberta Holmes-Carter.

26 **Collective Bargaining Agreement Distribution**

27 Distribution of a total of 6,876 GGU Collective Bargaining Agreements have been made to all chapters as
28 of August 26th. To concerns regarding Collective Bargaining Agreement (CBA), the Business Manager
29 responded as follows:

- 30 • The Business Agents will assure each member gets a copy of the contract, even in the isolated
31 worksites.
- 32 • To complaints that the CBA was not printed with 3-hole punch and too small of print, they were
33 so noted; however, that would entail more costs and an increase to the budget, to be approved by
34 the Board.
- 35 • 12,000 contracts were printed, anticipating employee turnover over the next two years

36 **Rural Chapter Travel/Contact**

37 Wade Wahrenbrock questioned the Business Manager as to the Steward Training schedule for Rural folks
38 who were not able to come in to the training sessions held in Anchorage, Fairbanks, and Juneau earlier
39 this year. The Business Manager stated that the Union intended to continue to have outreach to those
40 folks and because summer is very difficult to find the Rural people during that season, the Board will see
41 an increase in training activity in the Fall.

42 Business Agents George Zuke and Sam Rhodes will pick up on the second round of steward
43 training, immediately following our external organizing efforts. Both Business Agents are currently

1 looking at the scheduling for those training sessions, coordinating those with training of newly elected
2 stewards.

3 2005 Art. 17 Class Series Review List

4 The Business Manager and Business Agents Sue Ernisse and Dick Isett met telephonically with the state
5 to discuss the Union's suggested classes for review. It is the opinions of Business Agents Sue Ernisse and
6 Dick Isett that this is a fruitless exercise because the Union is given no control within the process.

7
8 (Instruction to the Business Manager: Chris Pace requested he be furnished
9 with the number of job classes within the GGU.)

10 All Alaska Alliance

11 A \$5,000 contribution was made by the Union to the All Alaska Alliance in support of an All Alaskan
12 Gasline, routed through an All-Alaska right-of-way. President Gordon Glaser announced that the
13 Anchorage CLC also donated \$5,000.

14 Alaska Retiree Management Board (ARMB)

15 The names of Frank Puschak, Michael Williams, and James Wilson were submitted to the AFL-CIO by
16 the ASEA Subcommittee tasked to select three qualified ARMB candidates from the statements of
17 interest received by the Union. The AFL-CIO will forward two of the three names submitted by ASEA;
18 Frank Puschak and Mike Williams. There are two seats on the ARMB. Two of four names to be
19 submitted from the AFL-CIO will be considered for appointment by the Governor.
20

21 ASEA Convention 2008

22 Two dates in 2008 were offered for the Board's consideration, February 13-17, 2008, and February 20-24,
23 2008.

24 25 Main Motion 06-012 (ASEA Convention 2008)

26 Moved by Chris Pace, seconded by Michael Williams

27 The Board will communicate with Chapter Presidents by September 8, 2005, to inform them of the
28 tentative ASEA 2008 convention date of February 2-24, 2008, at the Anchorage Hilton. The Board will
29 consider Chapter Presidents' input and finalize convention selection by poll on September 9, 2005.
30 Motion 06-012 passed, without objection.

31 Miscellaneous

32 2005 Western Regional Women's Conference

33 34 Pre-Conference Institute

35 This year's Western Regional Women's Conference will open with a Pre-Conference Institute: *Strategic*
36 *Campaign Planning for Building a Stronger Union*. The Institute is an intensive action-oriented learning
37 experience that will provide participants with the knowledge, skills and abilities to develop and manage
38 political, organizing, legislative or collective bargaining campaigns for their Locals/Councils.

39 The Institute will take place immediately before the Western Regional Women's Conference,
40 beginning at 8:00 a.m. on Thursday, November 3 to 12:00 p.m. on Friday, November 4. It is limited to 50

1 women. Participants are required to apply and to stay for the duration of the Women's Conference, as
 2 they will have active roles during the workshop and plenary sessions. Interested women leaders should
 3 submit an application and fax it to AFSCME Women's Rights Department (202-429-5088) by
 4 September 26, 2005, who will select the 50 participants.

5 6 Women's Conference

7 The 2005 Western Regional Women's Conference is scheduled for November 4-6, 2005, to be held at the
 8 Fairmont Hotel, 170 South Market Street, San Jose, California 95113.

9 The Western Region includes the following states: Alaska, Arizona, Arkansas, California,
 10 Colorado, Hawaii, Idaho, Illinois, Iowa, Kansas, Michigan, Minnesota, Missouri, Montana, Nebraska,
 11 Nevada, New Mexico, North Dakota, OCSEA in Ohio, Oklahoma, Oregon, South Dakota, Texas, Utah,
 12 Washington, Wisconsin and Wyoming.

13 The conference rate for a hotel room is \$141.90 per night, tax included (single or double
 14 occupancy). Hotel Registration deadline is October 3, 2005. There is no conference fee.

15 On-site conference registration will be held Friday from 10:00 a.m. to 5:00 p.m. and Saturday
 16 from 7:00 a.m. to 10:00 a.m. The program begins Friday at 1:30 p.m. with workshops and resumes
 17 Saturday at 9:00 a.m. with a general session. The conference will adjourn Sunday at approximately
 18 12:00 p.m.

19 20 Public Safety Conference

21 The AFSCME Northwest Region Public Safety Employees Conference will be held October 29-30, 2005
 22 at the Hood River Inn, Hood River OR. Oregon AFSCME Council 75 is host to this first regional
 23 conference of Public Safety Employees working in the states of Oregon, Washington and Alaska.
 24 Training and workshops during the conference will specifically target public safety members and their
 25 issues.

26
27 (Instruction to the Business Manager: Send registration package to
 28 Chairperson Chris Lyou, ASEA Probation/Parole Committee.)
 29

30 Atwood Building Parking

31 Parking will be available in the municipal parking garage for state employees who work at the Atwood
 32 Building in Anchorage. The Union has protested the current plan of closing down F and 7th Streets in
 33 Anchorage, causing members to take a 3-1/2 block detour in inclement weather.
 34

35 Hurricane Katrina Alert

36 AFSCME and the AFL-CIO have established funds to which members can donate for victims of
 37 Hurricane Katrina.

38 AFSCME International requests such donations to be made by check to the "AFSCME Fallen
 39 Heroes Fund." You must indicate on either the memo line of the check or in a cover letter that your
 40 contribution should be used for Katrina relief. Send checks to:
 41

42 AFSCME Fallen Heroes Fund
 43 1625 L Street NW
 44 Washington DC 20036-5687
 45

1 The AFL-CIO has established the “Union Community Fund” to which tax-deductible
2 contributions may be made:

3 Union Community Fund
4 Hurricane Relief Fund
5 PO Box 27306
6 Washington DC 20036-7306
7

8 (Instruction to the Business Manager: Send out notice to all members of the
9 addresses to which contributions may be made and post to the website.)
10

11 Harvard Law School Labor Worklife Program

12 Business Manager Jim Duncan has been asked to participate October 27-28, 2005, in the Harvard Law
13 School Labor Worklife Program, to be held in Chicago IL, regarding pension plans, and the challenge to
14 see which pension plans succeeded and which did not.

15 President Gordon Glaser speaks favorably in the Business Manager participating at this level.
16

17 /Business Manager’s Report concludes
18

19 **COMMITTEE REPORTS (10:00 a.m. time-certain)**

20 (A telephonic connection was established at 10:00 a.m. for all incoming calls from committee chairs
21 wishing to present their committee reports orally to the Board, with the meeting continuing until such
22 time a call is joined.)

23 AFSCME Committees/Panels

24 AFSCME Corrections United Steering Committee

25 Chris Lyou, appointee to the AFSCME Corrections United Steering Committee, submitted a written
26 report to the Board. (See exhibits attached)
27
28

29 AFSCME Gay and Lesbian Advisory Committee

30 John P. Roxburgh, appointee to the AFSCME Gay and Lesbian Advisory Committee, submitted a written
31 report to the Board. (See exhibits attached)
32

33 AFSCME Health Care Advisory Committee

34 Eileen Olsen, appointee to the AFSCME Health Care Advisory Committee, submitted a written report to
35 the Board. (See exhibits attached)
36

37 AFSCME Judicial Panel

38 In Barbara Brandt’s absence, it was reported that in June and July 2005, she had served in her capacity as
39 a member of the AFSCME Judicial Panel for councils in Detroit MI, New Mexico, and Chicago IL.
40
41

ASEA/ASFCME Local 52 Committees/Panels

Bush Community Committee

Wade Wahrenbrock, as board liaison to the Bush Community Committee, reported to the Board on the limited activities of the Committee due to summer vacation schedules, both personal and work-related. The Bush Community Committee has a vacancy.

Class I Committee

The Class I Committee submitted minutes for their May 25th and June 29th meetings for the Board's review, laying out the issues being focused upon by the Committee. Chair Gloria Eggleton spoke briefly to those issues. (See exhibits attached)

Communications Committee

Communications Committee Chair Stephen Wright let the proposed new WebMail policy stand as the report to the Board on the committee's activities. The Committee does have vacancies.

Election Committee

Donald Faulkenburry, Chair of the Election Committee, submitted a written report to the Board. (See exhibits attached)

Business Manager Jim Duncan advised the Board of the following positions up for election in the Officer Election of March 30 and in the AFSCME Delegate Election of May 18, 2006.

CNC, State Officers, and Judicial Panel Election, counted 03/30/06:

All positions of the CNC for a term to serve until a new CBA is ratified:

- Northern Region: Member and Alternate
- Central Region: Member and Alternate
- Southeast Region: Member and Alternate
- Rural Chapters: Member and Alternate
- Class I (Excluding Seasonals): Member and Alternate
- Seasonal: Member and Alternate

The following positions on the State E-Board:

- President: for term April 2006 - March 2008
- Admin Support Rep: for term April 2006 - March 2008
- Professional Rep: for term April 2006 - March 2008
- Class I Rep: for term April 2006 - March 2008
- Northern Region Rep: for term April 2006 - March 2008

The following positions on the ASEA Judicial Panel:

- Anchorage Alternate: for remainder of term April 2005 - March 2008
- Fairbanks Member and Alternate: for remainder of term April 2005 - March 2008
- Juneau Member and Alternate: for remainder of term April 2004 - March 2007

1 **AFSCME Biennial Convention Delegates Election, counted 05/18/06:**

2 AFSCME International Convention delegates: (There is no runoff election for the
3 AFSCME Convention delegate seats.) Delegate positions are determined by constitution
4 that the ASEA President automatically is in position 1; ASEA Secretary automatically is
5 in position 3; Treasurer automatically is in position 5. The nominee, therefore, with the
6 most votes shall be the second delegate. The nominee with the second-most votes shall
7 be the fourth delegate. The nominee with the third-most votes shall be the sixth
8 delegate. If sufficient funds are available to send a full delegation, the remainder of the
9 delegates shall be elected from the general membership, attaining their position priority
10 from the nominee with the fourth-most votes down. Alternates shall be elected from the
11 remainder of the nominees after the delegation has been elected. The first alternate shall
12 be the nominee with the highest votes of those remaining, second with the second highest
13 votes of those remaining and so forth.

14
15 Grievance Review Committee

16 Teresa Anderson, Chair of the Grievance Review Committee, submitted a written report to the Board.
17 (See exhibits attached)

18 ASEA Judicial Panel

19 Secretary Michael Williams read into the record a faxed report from Shelly Boyer-Wood, Chairperson,
20 ASEA Judicial Panel. (See exhibits attached)

21
22 Probation/Parole Committee

23 Chris Lyou, Chair of the Probation/Parole Committee, submitted a written report to the Board.
24 (See exhibits attached)

25 ASEA/AFSCME Local 52 Women's Committee

26 Nadine Lefebvre, Chair of the ASEA/AFSCME Local 52 Women's Committee, telephonically read her
27 written report to the Board. (See exhibits attached)

28 Following an exchange of dialogue with the Board, the following were noted:

- 29 • The committee has two Rural vacancies
- 30 • The Women's Committee wishes to host a table at ASEA/AFSCME Local 52's 11th
31 Biennial Convention 2006 for fund-raising and awareness. The Business Manager assured
32 a table would be available to the Committee.

33
34 Main Motion 06-013 (Acceptance of Committee Reports)

35 Moved by Chris Pace, second by Gloria Eggleton
36 To accept the written and oral committee reports as written.
37 Motion 06-013 passed, without objection.

38
39 **REPORTS – President's Report**

40 Committee Appointments

41
42 Main Motion 06-014 (Appointment to Probation/Parole Committee)

43 Recommendation of the Chair: To appoint Eric McGhee to the Probation/Parole Committee.
44 Moved by Michael Williams, seconded by Gloria Eggleton, to accept the recommendation of the Chair.
45 Motion 06-014 passed, without objection.

1
2 (The Chair calls for a brief recess, at 10:30 a.m., resuming the record at 10:55 a.m.)
3

4 Main Motion 06-015 (Appointment to GRC)

5 Recommendation of the Chair: To appoint Mark Burgoyne (Juneau) and Bruce Day (Bethel) to the
6 Grievance Review Committee.

7 Moved by Chris Pace, seconded by Sue Layton to accept the recommendation of the Chair.

8 Motion 06-015 passed, without objection.

9 Set Next Meeting Date

10
11 Main Motion 06-016 (Set Next Meeting Date)

12 Moved by Chris Pace, second by Sue Layton

13 To schedule December 9-10, 2005, as the next State Executive Board quarterly business meeting, to be
14 held in Anchorage AK.

15 Motion 06-016 passed, without objection.

16 AFL-CIO Convention, Chicago IL

17 On Saturday, July 23rd, five delegates from Alaska arrived in Chicago. They joined a 1000 other
18 men and women from every skill and occupation. Labor leaders from every part of the USA
19 gathered for the 50th AFL-CIO Convention.

20
21 These are difficult times. Those who control our government are unable to help Americans who
22 work. The elderly find their retirements cut and their benefits evaporating. Fewer Americans have
23 health insurance. Fewer young families can afford a home. For the first time in decades more
24 children are hungry. Our trade deficit increases and corporations use NAFTA & CAFTA to export
25 American Jobs. The "Patriot Act" threatens us all. Many struggle to remain in the middle class.
26 We are at war. Few feel safe about their job, benefits, or our country. Those few, who do feel
27 safe, live in denial.

28
29 Organized labor must change. Last election we organized and energized our members to vote.
30 We lost. The old, the sick and the young lost the most. Those who share the belief that if a
31 person works hard, they deserve a decent job, house and health care, lost.

32
33 This county is in trouble. Unions are in trouble. Union membership continues to shrink. Many
34 unions fail to gain the trust of their membership. Many union members do not believe that their
35 union is honest, responsive or even relevant to their lives.

36
37 The five delegates went with instructions to seek needed reform within a unified AFL-CIO. A
38 divided labor movement would allow the present government to export more work, cut more
39 benefits (like social security and veteran medical care) and to move the remaining workers to Wal-
40 Mart wages. The Alaskan delegates were willing to consider any changes to prevent division.

41
42 We arrive in Chicago, hopeful, ready for discussion, debate, compromise and maybe a few fights.
43 There would be no debate. The leader of one side withdrew. The national leadership of the
44 Teamster, UCFW, and the SEIU (later joined by Laborers and UNITE-HERE) chose not to
45 participate. The seceding labor groups' perspective can be found at <http://changetowin.org/> . You
46 will find the AFL-CIO viewpoint at <http://www.aflcio.org/aboutus/ourfuture/index.cfm> . To read a
47 powerful critique from the AFSCME's president go to
48 <http://www.afscme.org/pres/Mcentememo.htm> .

1
2 We were disappointed that debate and dialogue was voided before it began. Under this shadow
3 the convention worked. We passed resolutions and constitutional amendments that will reorganize
4 and add more democracy to the AFL-CIO structures. We will commit additional resources to
5 organize the unorganized, support worker friendly candidates and roll back regressive legislation
6 that attacks seniors, increases medical costs and protects Wall-Marts and sweatshops here and
7 abroad. The convention voted to support full funding of veteran health facilities, immediate
8 funding of military equipment for our troops in the field and "rapid Removal" of our troops from
9 Iraq.

10
11 What does this mean to Alaska?

12
13 These arguments have been fought on a national level. Labor leaders in Alaska have little input
14 and less control. No significant leader in Alaska wants this rupture. Alaskans organized labor can
15 ill afford internal division. All progressives must unite, including labor if we are going to protect
16 benefits for our elders, future retirees and provide good healthcare, housing, and education for
17 Alaskan families. There is an African proverb, when the elephants fight the grass gets trampled."
18 These elephants need not fight in Alaska.

19
20 This is my report of the AFL-CIO convention. Thank you for allowing me to be part of U.S. labor
21 history. Thank you for the opportunity to be your CLC representative and ASEA President.

22
23 Gordon Glaser
24 President
25 ASEA/AFSCME Local 52, AFL-CIO
26

27 AFSCME Women's Advisory Committee Appointment

28 International President Gerald McEntee has appointed Nadine Lefebvre (Juneau) to the AFSCME
29 Women's Advisory Committee, effective September 1, 2005, continuing until after the 2006 International
30 Biennial Convention.
31

32 Letter of Commendation to the Health Trust by Jerry Farrington (Cook Inlet)

33 A copy of the letter of commendation to the ASEA Health Benefits Trust, written by Jerry Farrington as
34 President of the Cook Inlet Chapter, was distributed to the Board. (See exhibits attached)

35 AFL-CIO Summer Conference Report

36 GORDON GLASER: The AFL-CIO Summer Conference in Anchorage, I
37 attended that with the other AFL-CIO Vice Presidents [representing ASEA]. It really ties in with the
38 Chicago report [AFL-CIO Convention report]. It is sort of a dicey situation between our relation
39 with those members who have broken away from the AFL-CIO. As I said in my report, it is very
40 clear that no local leader that I know of from Labor welcomes this split or wants this split. I think
41 all are doing their best to have a unified labor front in this state while in the process of battles that
42 are outside. I would stay tuned, lots of things have been happening -- and I know the other group
43 is meeting this month, I think the 27th -- and like I say, see what happens. But I am confident that
44 the people here will do whatever the best we can.

45 It is very uncomfortable for many, many unions where -- for instance, the support
46 staff for the AFL-CIO, United and Food & Commercial Workers, and they are sitting there and

1 literally the Secretary of the AFL-CIO in this state, and they have broken away. And by the same
2 token, some of our people have. All I can say is I would be happy to answer any questions.

3 I thought the session was good in the sense that we were unified. Clearly we are
4 taking a leadership role in terms of the AFL-CIO.

5 I guess the next time we will be meeting will be in Juneau, in February.

6 Anything you want to add to that, Mike?

7 MICHAEL WILLIAMS: Just real briefly, the Statewide AFL-CIO is certainly
8 as much concerned about the future political environment of this state as we are and they did
9 present some action plans at the last meeting and they do have some tools available to unions that
10 will map out where the members live in the districts. So I think it is very hopeful that with some of
11 the tools and technology that the state organization has they are making them available to us, that
12 we can then make some targeted efforts, concerted efforts, with our membership. I am very
13 hopeful about that.

14
15 Responding to a question from Chris Pace as to the likelihood of the rift being repaired between
16 the AFL-CIO and the breakaway unions by the 2006 election cycle, President Glaser felt the movement of
17 breakaway unions may not have the leadership to realize that, that he himself was just sick at the concept
18 of a divided Labor. On a positive note, in terms of Alaska, President Glaser thought this move to divide
19 has failed. Business Manager Jim Duncan confirmed that it is difficult to predict what is going to happen,
20 that clearly there are conversations among the groups going on, but there are pretty strong lines drawn in
21 the sand. An issue of the breakaway unions is they feel too many political dollars were spent in the 2004
22 elections and that Labor should get out of the political process and move into organizing.

23 Ketchikan and Kodiak/Aleutians Chapter Visits

24 President Gordon Glaser reported on his opportunity to visit the Ketchikan and Kodiak/Aleutians Chapter.
25 He encouraged all board members to take advantage of any opportunity to visit the chapters when they
26 find themselves in the respective areas on any business or assignment.

27 **MEMBER COMMENTS (11:00 A.M. to 12:00 P.M. time-certain)**

28 A telephonic connection was established at 11:00 a.m. for all incoming calls from members wishing to
29 address the Board, with the meeting continuing until such time a call is joined: (Note of record: no call
30 was received.)
31

32 **REPORTS – President’s Report (Continued)**

33 Ketchikan and Kodiak Visits (Continued)

34 Ideas are discussed as to how the Board may have a more physical presence and contact with the local
35 chapter officers in the areas that the Board holds its quarterly meetings. Prior approval and a schedule to
36 be established with the state will minimize risk to the Board and members during such worksite
37 visitations.
38

39 The Board will plan on December 8th to initiate Board visitations within the Anchorage worksites.
40 A committee of the Board will choose the worksites to visit and will put together 2-man teams from the
41 Board and will assign the worksites each team will visit.
42

1 Main Motion 06-017 (Establish Workplace Visitation Subcommittee)

2 Recommendation of the Chair: To appoint Gloria Eggleton, Wyatt Wheeler, and Wade Wahrenbrock to
3 the Workplace Visitation Subcommittee of the Board for the purpose of choosing the worksites to visit, to
4 put together 2-man teams from the Board, and to assign the worksites each team will visit.

5 Moved by Michael Williams, seconded by Chris Pace to accept the recommendation of the Chair.

6 Motion 06-017 passed, without objection.
7

8 Business Manager Contract Review

9 Gordon will receive names of those on the Board who express an interest to serve on the Business
10 Manager Contract Subcommittee and will get back with his recommendation for appointment.
11

12 **REPORTS – Treasurer’s Report**

13 The Investment Position Statement (IPS) for the Bargaining and Strike Reserve Account was circulated
14 for signatures of current board members, as a new Board, in accordance with FEC and Labor Law in
15 fulfilling their fiduciary responsibility. No revisions were made to the IPS at this time. The Business
16 Manager assured the Board that staff would follow through with having the Wachovia IPS signed by the
17 two absent board members.
18

19 Main Motion 06-018 (Attendees to AFSCME 2005 Western Regional Women’s Conference)

20 Moved by Stephen Wright, seconded by Chris Pace

21 To send up to three ASEA members to be selected by the President, to the AFSCME 2005 Western
22 Regional Women’s Confer November 4-6, 2005, to be held in San Jose CA, not to exceed \$4,000, outside
23 of the ASEA Women’s Committee intent to send three members within their budget.
24

25 Amendment 06-118A (Contingency)

26 Contingent to chapter contributions being available

27 Amendment 06-118 A is withdrawn by maker Stephen Wright and second Chris Pace.
28

29 Motion 06-118 failed, by majority voice vote.
30

31 More discussion is had on whether or not to send additional members outside of the three that the
32 Women’s Committee will be sending against their committee budget.
33

34 **RETREAT: STRATEGY IMPLEMENTATION**

35 Main Motion 06-019 (Strategy Implementation)

36 Recommendation of the Chair: To appoint the following board members/members to the following
37 subcommittees of the Board:
38

39
40 (Category 1) Vision Implementation Subcommittee – Gloria Eggleton as Chair, Sheila Fowlkes, Karen
41 Zubillaga, Barbara Brandt, Sue Layton

- 42 • Work together as a group
- 43 • Set up goals for Union or for Board
- 44 • Let’s agree to disagree when necessary, but not let personalities compromise common interests of
45 the membership

1
2 (Category 2) Political Action Development Subcommittee – Chris Pace as Chair, Phil Petrie, Michael
3 Williams (to work with Business Manager, Lobbyist, et al)

- 4 • Political Action Program

5
6 (Category 3) Communications Subcommittee – Stephan Wright as Chair, and the Communications
7 Committee (Jacob Gemmell, and Wyatt Wheeler)

- 8 • Educate members on value of collective bargaining and solidarity
- 9 • Membership education of value and benefit of belonging to Local 52
- 10 • Begin Media/PR campaign
- 11 • Educate members and employees on value of ASEA marketing

12
13 (Category 4A) Convention Subcommittee – Michael Williams as Chair, Gloria Eggleton, Barbara Brandt,
14 Wyatt Wheeler, Chris Pace, Sue Layton

- 15 • Work out logistics, workshops, and speakers and presentation for 2006 Convention
- 16 • Use Convention to focus members on vision

17
18 (Category 4B) Officer Training Subcommittee (Ties in to Convention timeline) – Wade Wahrenbrock as
19 Chair, Chris Pace, Karen Zubillaga to develop action plan for training union leadership

- 20 • Officer Training

21
22 Moved by Michael Williams, seconded by Sue Layton, to accept the recommendation of the Chair.
23 Motion 06-019 passed, without objection.

24
25 SUBCOMMITTEES' PROGRESS REPORTS DUE IN 30 DAYS TO PRESIDENT GLASER: Where
26 are you going, advantages that you have, barriers that you have.

27
28 Main Motion 06-020 (Appointments to Business Manager Contract Subcommittee)

29 Recommendation of the Chair: To appoint Michael Williams as chair, Barbara Brandt, Stephen Wright,
30 and Wyatt Wheeler to the Business Manager Contract Subcommittee, with the proposed contract to be
31 presented at the December meeting.

32 Moved by Michael Williams, seconded by Gloria Eggleton to accept the recommendation of the Chair.
33 Motion 06-020 passed, without objection.

34
35 **UNFINISHED BUSINESS**

36 P&P Subcommittee Report

37
38 Proposed Amendment, P&P 2.03.071, "Rules and Operations: Composition"

39
40 Main Motion 06-021 (Approval of Amendment)

41 Moved by Gloria Eggleton, seconded by Wade Wahrenbrock

42 To approve the previously accepted proposed amendment to Women's Rules of Operations of ASEA
43 P&P 2.03.071, "Rules and Operations: Composition."

44 Motion 06-021 passed, without objection.

1
2 The following report of the P&P Subcommittee was read into the record by Michael Williams, on behalf
3 of the Subcommittee:
4

5 The following items were referred to the P&P Subcommittee for action:
6

- 7 1. Class I Committee Rules of Operation
- 8 2. Const Art 7.02.E. – occupational classifications
- 9 3. WebMail Policy
- 10 4. State ITG Policy

11
12 After the Board meeting held in Ketchikan, the Subcommittee met on June 29, August 10 and
13 August 23 to discuss and draft the proposed policies.
14

15 The Subcommittee's proposed WebMail policy (P&P Section 23.01.000) and the Class I Committee
16 Rules of Operation (P&P 2.03.110 & 2.03.111) are attached for the Board's consideration. The
17 Subcommittee recommends adoption of the WebMail policy and Class I Committee Rules of
18 Operation.
19

20 ITG Policy: The Subcommittee reviewed the State's IT policies and considered whether the Board
21 should incorporate any of these policies in the P&P. The Subcommittee concluded that all union
22 members are subject to State IT policies by reason of Article 4 of the Collective Bargaining
23 Agreement, and that the Board did not need to separately state or incorporate the State's IT
24 policies into our P&P. All members should adhere to the State's IT policies.
25

26 Occupational Classifications:
27

28 The Subcommittee sent a request to AFSCME International on July 5, 2005. The purpose of the
29 inquiry was to determine if AFSCME had any criteria separate from the U.S. Department of Labor
30 to identify Professional, Administrative, or Technical employees. AFSCME responded that they did
31 not have any separate criteria.
32

33 After reviewing the U.S. Department of Labor criteria for Professional, Administrative, and
34 Technical employees, the Subcommittee determined that the Union's current job classifications fall
35 within the Department of Labor's established criteria. Therefore, the Subcommittee recommends
36 status quo for existing job classifications with the Union's database. Should Union Staff identify
37 new job classifications that do not exist in the system as of August 2005, Staff will forward such
38 identified classifications to the Board, through the Business Manager, requesting a determination of
39 occupational classification. Upon determination of the Board as to a new job's classification, the
40 Business Manager shall notify the affected members of their classification.
41

42 The Subcommittee submits this report for adoption into the record.
43
44

45 Communications Policy

46 Union WebMail

47
48
49 Main Motion 06-022 (New P&P 23.01.000, "Union WebMail")

50 Moved by the P&P Subcommittee

1 Approval to post the proposed policy of ASEA P&P 23.01.000, "Union WebMail," to the website for
 2 member input, prior to adoption by the Board.

3
 4 Housekeeping:

5 23.01.020.C.3: Correct to read "... user's account WebMail privileges."

6 23.01.020.C.4: Correct to read "... his/her designee for distribution...."

7
 8 Proposed Change: Strikethrough = Delete; Underscore = New Language

9
 10 23.00.000 COMMUNICATIONS

11 23.01.000 UNION WEBMAIL

12 A personal WebMail system shall be constructed, its operation to integrate with information
 13 available in the Union database.

14 23.01.010 WebMail System Policy

15 A. The Communications Committee is responsible for making recommendations for the
 16 WebMail Use Policy to the State Executive Board.

17 B. Day-to-day operation and maintenance of the WebMail System is the responsibility of the
 18 Business Manager or his/her designee.

19 23.01.020 WebMail Use Policy

20 A. Permitted Uses

21 1. The Business Manager or his/her designee can send WebMail about any Union-
 22 endorsed candidate for public office.

23 2. The Business Manager or his/her designee can send WebMail about legislative
 24 issues potentially affecting the membership.

25 B. Prohibited Uses

26 1. Advertising a business, service, or product.

27 2. Campaigning for Union or public office.

28 3. Large attachments that may impair performance of the WebMail system.

29 4. Any illegal use that violates local, state, or federal laws.

30 5. Pornography.

31 6. Threats.

32 7. Harassment.

33 8. Fraudulent activity.

34 9. Unauthorized access, also known as "hacking."

35 10. Reselling of the service without permission of the Union.

36 11. Reassignment of accounts to individuals other than originally intended.

37 C. Enforcement

38 1. The Business Manager or his/her designee shall inform the member of the alleged
 39 violation and log the event.

40 2. The member shall be given an opportunity to comply with the WebMail Use Policy.

41 3. If the member fails to comply or if misuse continues, the Business Manager or
 42 his/her designee will revoke the user's WebMail account privileges.

43 4. There will occur immediate suspension of the user account by the Business
 44 Manager or his/her designee for distribution of egregious materials – e.g.,
 45 pornography.

46 23.01.030 Right of Member Appeal

47 A member whose WebMail privileges have been revoked by the Business Manager or his/her
 48 designee can appeal the revocation to the Communications Committee, with further appeal rights
 49 to the State Executive Board.

1 Clarification by the Business Manager:

- 2 • On “monitoring” of this media system: There will be no monitoring of the exchange of
- 3 conversations.
- 4 • The WebMail may not be used for personal campaigning, but may be used for endorsements of
- 5 candidates by the Union.

6

7 The Chair charges the Communications Committee to take advantage of the 30-day comments period to

8 give input prior to the Board’s adoption of this proposed amendment at the December meeting.

9

10 Motion 06-022 passed, without objection.

11

12 Main Motion 06-023 (Proposed Amended Policy 2.03.110 & 111, “Class I Committee”)

13 Moved by the Subcommittee

14 For approval to post proposed Policy 2.03.110 & 111, Class 1 Committee, to the website for member

15 input prior to adoption by the Board.

16

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

18

19 2.03.110 Class I Committee

20 ~~The Class I Committee shall be appointed by the ASEA/AFSCME Local 52 President, with approval~~

21 ~~of the State Executive Board to represent the needs of Class I employees to the Board and the~~

22 ~~ASEA/AFSCME Local 52 Contract Negotiating Committee. The Class I Representative of the State~~

23 ~~Executive Board shall chair the Class I Committee. In accordance with Article 15.01 of the~~

24 ~~ASEA/AFSCME Local 52 Constitution, the Class I Committee shall be appointed by the~~

25 ~~ASEA/AFSCME Local 52 President, with approval of the State Executive Board to represent the~~

26 ~~needs of Class I employees to the Board and the ASEA/AFSCME Local 52 Contract Negotiating~~

27 ~~Committee.~~

28 2.03.111 Class I Committee Rules of Operation

29 A. Mission Statement.

30 The ASEA/AFSCME Local 52 Class I Committee is an appointed group of Class I members, seeking

31 to:

- 32 1. Identify, resolve, and promote workplace issues affecting Class I members;
- 33 2. Actively promote and support ASEA/AFSCME Local 52, through the CNC, in
- 34 eradicating onerous activity in the workplace affecting Class I members;
- 35 3. Create and promote a supportive network for ASEA/AFSCME Local 52 Class I
- 36 members;
- 37 4. Equalize opportunities and improve conditions for all Class I workers, through
- 38 effective involvement in the Union Movement; and,
- 39 5. Assist and advise other organizations with common goals and aims.

40 B. Composition.

41 The ASEA/AFSCME Local 52 Class I Executive Board representative shall be the Chair of the

42 committee. The Committee shall have eight (8) ASEA/AFSCME Local 52 Class I members

43 representing the different regions of Alaska: two representative members each from Juneau,

44 Anchorage, Fairbanks, and Rural Alaska. The President of ASEA/AFSCME Local 52 shall sit as an

45 ex-officio member of the committee.

46 C. Appointments.

47 The President of ASEA/AFSCME Local 52 shall appoint all regional members of the committee, in

48 accordance with Article 8.04.C of the ASEA/AFSCME Local 52 Constitution.

49 D. Term of Appointments.

1 Members are appointed to three-year terms, unless the seat is vacated earlier by voluntarily
 2 vacating, removal for unexcused absenteeism, or termination of ASEA/AFSCME Local 52
 3 membership. The term shall start at the time of appointment.

4 E. Committee Officers.

5 The committee shall have a chair, vice-chair, and secretary. The Class I Representative shall be
 6 Chair. The vice-chair and secretary shall be selected from the members of the committee.

7 F. Duties of the Chair.

- 8 1. The Chair shall call all meetings of the Committee.
- 9 2. The Chair shall preside at all meetings of the Committee
- 10 3. The Chair shall make request to the Business Manager for funds from the Class I
 11 Committee budget to support committee activities. Such requests shall follow
 12 procedures outlined in Article 13.01 of the ASEA/AFSCME Local 52 Constitution and
 13 Section 18.01.042 of the ASEA/AFSCME Local 52 Policies and Procedures.
- 14 4. The Chair may recommend members to the ASEA/AFSCME Local 52 President or
 15 appointment to the committee.

16 G. Duties of the Vice-Chair.

- 17 1. The Vice-Chair shall assume the duties of the Chair in the absence of the Chair.
- 18 2. The Vice-Chair may only call a meeting of the Committee in the absence of the
 19 Chair if that absence is a result of vacancy in office of the Class I Representative.

20 H. Duties of the Secretary.

- 21 1. The Secretary shall record the minutes of all committee meetings.
- 22 2. The Secretary shall record members' attendance in the meeting minutes.
- 23 3. The Secretary shall submit a copy of all committee minutes and reports to the
 24 ASEA/AFSCME Local 52 Secretary, in care of the ASEA/AFSCME Local 52
 25 Anchorage office.

26 I. Meetings.

27 The Committee shall meet monthly, usually by teleconference. Members of the Committee will
 28 meet face-to-face at least once each year at a location determined by the Committee. The Chair
 29 may call special meetings. The Chair must provide prior notification of special meetings to all
 30 committee members. It is the responsibility of all committee members to attend meetings.

31 J. Vacated Seats.

32 Unexcused absences from three consecutive meetings shall constitute a vacancy. The Chair will
 33 inform the ASEA/AFSCME Local 52 President of vacancies and request the President to appoint
 34 committee members from the area seat(s) vacated.

35 K. Robert's Rules of Order.

36 The Committee shall follow *Robert's Rules of Order, Revised*, in all conduct of the Committee to
 37 which they are applicable, and not inconsistent with the ASEA/AFSCME Local 52 and AFSCME
 38 Constitutions.

39 L. Funding.

40 In performance of Article 9.0-2 of the ASEA/AFSCME Local 52 Constitution, the Business Manager
 41 shall consult with the Class I Committee Chair in developing the Committee's annual budget. The
 42 annual budget is subject to Executive Board approval.

43
 44 Motion 06-023 passed, without objection.

45
 46 *Main Motion 06-024 (Adoption of P&P Subcommittee Report)*

47 Moved by Chris Pace, seconded by Michael Williams

48 To adopt the P&P Subcommittee Report, with exception of Occupational Classification criteria.

49
 50 Amendment 06-024A

51 Moved by Chris Pace, seconded by Karen Zubillaga

1 Separate out as a separate motion the Occupational Classification section of the report and replace
2 with spelled out criteria.

3 Amendment 06-024A passed, without objection.
4

5 Motion passed, without objection, to accept the P&P Subcommittee Report.
6

7 Main Motion 06-025 (New Policy 24.00.000, "Occupational Classifications")

8 Moved by Chris Pace, seconded by Sheila Fowlkes

9 New Section 24 to P&Ps: Occupational classifications for Administrative, Technical, Professional, will
10 be in accordance with the state's classification system. The Board may develop and publish written
11 criteria to be uniformly applied for deviation from the state's classification system. If the Board
12 determines a deviation necessary, it will send written notice of its findings and criteria to affected job
13 classes prior to annual notice for nominations and elections.
14

15 In discussion of the motion, Chair Gordon Glaser passes the gavel to Secretary Michael Williams
16 through active participation. The Secretary acknowledges same for the record.
17

18 Proposed Change: Strikethrough = Delete; Underscore = New Language
19

20 24.00.000 OCCUPATIONAL CLASSIFICATIONS

21 Occupational classifications for Administrative, Technical, Professional, will be in accordance with
22 the state's classification system. The Board may develop and publish written criteria to be
23 uniformly applied for deviation from the state's classification system. If the Board determines a
24 deviation necessary, it will send written notice of its findings and criteria to affected job classes
25 prior to annual notice for nominations and elections.
26

27 Motion 06-025 passed 7:1, by a roll call vote: Chris Pace, yes; Gloria Eggleton, yes, Gordon Glaser, no;
28 Karen Zubillaga, yes; Sheila Fowlkes, yes; Stephen Wright, yes; Sue Layton, yes; Wade Wahrenbrock,
29 yes.
30

31 (Note of record: The proposed New Section 24 to the P&Ps will be posted to the website for member
32 input, prior to adoption by the Board.)
33

34 Discussion of ASEA P&P 22.00.000 as Regards Future Elections

35 Without objection, this agenda item will be carried forward to the December 2005 State Executive Board
36 quarterly meeting.
37

38 Main Motion 06-026 (Proposed Revision to 22.00.000, lines 3-8).

39 Moved by Sue Layton, seconded by Chris Pace

40 Strike the introductory paragraph of Policy 22.00.000, lines 3-8.
41

42 Proposed Change: Strikethrough = Delete; Underscore = New Language
43

44 22.00.000 ELECTION PROCESS FOR OFFICERS AND AFSCME CONVENTION DELEGATES
45 In accordance with ASEA/AFSCME Local 52 Constitution Article 7.02.E., the State Executive Board
46 has determined that all occupational classifications in place as of March 2002 shall be used for
47 voting and officer eligibility. Additionally, AFSCME classification definitions shall be accepted for

**ASEA/AFSCME Local 52 State Executive Board
Quarterly Business Session
September 3-4, 2005 (Fairbanks AK)**

1 ~~new job positions established since March 2002. (See Appendix 1, "List of Referenced Corporate~~
 2 ~~Documents: Occupational Classifications.")~~

3 A. Notice of Nominations.

4 ...

5
6 Motion 06-026 passed, without objection.

7
8 (Note of record: The proposed revision to Policy 22.00.000, lines 3-8, will be posted to the website for
9 member input.)

10
11 Referred Motions to Board Retreat

12
13 Referred Motion 05-124 (SOA ITG Resource Use) [c/r Minutes of 5/20-21/05 (Ketchikan)]

14 The issue in Motion 05-124, through the adoption of the P&P Subcommittee Report, was addressed and is
15 now moot.

16
17 Referred Motion 05-126 (Instruction to the President) [c/r Minutes of 5/20-21/05 (Ketchikan)]

18 Moved by Sheila Fowlkes, seconded by Sue Layton

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

25
26 Amendment 05-126A (Communications)

27 Moved by Sheila Fowlkes, seconded by Sue Layton

28 The State Executive Board will instruct the President to refrain from issuing official
29 correspondence involving interpretation of union positions or policy unless the full text is
30 reviewed and approved in advance by majority vote of this Board. Such communication should be
31 independent of personal views.

32 CHAIR RULED OUT OF ORDER because language is so broad and so inclusive that it invades
33 the duties of the President.

34
35 Challenge of the Chair 06-027

36 Sheila Fowlkes challenged the ruling of the Chair, such challenge being supported by a third of the Board.

37
38 Main Motion 06-028 (Executive Session)

39 Move by Gloria Eggleton, second by Karen Zubillaga

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

41 Motion 06-028 failed, by majority voice vote.

42
43 Michael Williams called the question on Motion 06-027, without objection.

44 Ruling of the Chair on Referred Motion 05-126 is upheld by a tied vote 4:4, and the Chair choosing not to
45 vote.

1
2 Referred Motion 05-126 was withdrawn by the maker and the second in recognition of the principles
3 established among the Board within the Retreat, with mutual consent of the Board.
4

5 Referred Motion 05-137 (Decorum and Debate) [c/r Minutes of 5/20-21/05 (Ketchikan)]

6 Stephen Wright stated that his concerns were more than adequately covered during the Board Retreat.
7 Without objection, the motion was withdrawn by the maker and the second.
8

9 Referred Motion 05-144 (Libelous Comments) [c/r Minutes of 5/20-21/05 (Ketchikan)]

10 Moved by Barbara Brandt, seconded by Wyatt Wheeler

11 To postpone agenda item "Libelous Comments" to the Board Retreat, September 1-2, 2005, in Fairbanks.
12

13 Motion 06-029 (Postpone)

14 Moved by Karen Zubillaga, second by Gloria Eggleton

15 To postpone Referred Motion 05-144 to December 2005 State Executive Board quarterly meeting.

16 Motion 06-029 passed, without objection.
17

18 **NEW BUSINESS**

19 CBA as it relates to Contract Negotiations

20
21 Wade Wahrenbrock, with reference to the fact that Governor Murkowski gave the Commissioners a 38%
22 increase in pay and noncovered employees received a 5% pay increase-- i.e., the legislators --requested
23 that a letter be sent to the Governor to voluntarily open negotiations as it relates to the wage article of the
24 contract. The Business Manager cautions the only reason to do this would be to get favorable exposure in
25 the press and thought it a strategy worth considering, but would like to have this discussion with the heads
26 of the other public employee unions. It would have more strength if all unions would come forward in
27 unity to request reconsideration of what was agreed upon as relates to the wage packages because we all
28 got similar wage packages. If they would not come in with us, then we would go out on our own.
29

30 (Instruction to the Business Manager: To pursue.)
31

32 ASEA/AFSCME Local 52 Health Benefits Trust (Farrington Letter)

33
34 Main Motion 06-030 (Letter to HBT)

35 Moved by Wade Wahrenbrock, seconded by Gloria Eggleton

36 That the Board send to the ASEA Health Benefits Trust and to the Contract Negotiating Committee letters
37 of appreciation for their responsiveness to the realization of savings to the GGU membership.

38 Motion 06-030 passed, without objection.
39

40 Convention 2006

41 Timelines were distributed. Staff was alerted to allow for training sessions; i.e., officer training,
42 AFSCME Financial Standards Code training, etc.
43

1 **GOOD AND WELFARE**

2 Those who would be participating in the AFL-CIO Labor Day Parade and would be attending the Picnic
3 and festivities were given the schedule and location for staging the start of the parade.
4

5 **ADJOURNMENT**

6
7 Main Motion 06-031 (Adjournment)

8 Moved by Sue Layton, seconded by Gloria Eggleton

9 To adjourn.

10 Motion 06-031 passed, without objection.

11
12 (Whereupon, the quarterly business session of the ASEA/AFSCME Local 52 State Executive Board
13 adjourned at 3:10 p.m.)
14

15 Respectfully submitted by
16 Michael R. Williams, Secretary
17 State Executive Board
18 ASEA/AFSCME Local 52, AFL-CIO
19
20