

# Alaskans Working For Alaska!

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# PENDING APPROVAL OF STATE EXECUTIVE BOARD

MINUTES OF
ASEA/AFSCME LOCAL 52
Quarterly Business Session
State Executive Board
December 9-10, 2015
(Anchorage AK)

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1	QUARTERLY BUSINESS SESSION OF THE
2	ASEA/AFSCME LOCAL 52 STATE EXECUTIVE BOARD
3	December 9-10, 2015
4	TRAINING ROOM, ASEA/AFSCME LOCAL 52 HEADQUARTERS
5	ANCHORAGE, AK
6	
7	DAY ONE - 12/09/2015
8	
9	CALL TO ORDER AND ROLL CALL (8:30 a.m.)
10	The Quarterly Business Session of the State Executive Board convened in the Training Room at
11	ASEA/AFSCME Local 52 Headquarters Anchorage and was called to order at 8:30 a.m. by President Val
12	Kenny. Secretary Michael Williams called the roll and noted for the record that the following board
13	members, guests and staff were present. The presence of a quorum was declared.
14	
15	Present were:
16	Valerie Kenny, President
17	Michael Williams, Secretary
18	John White, Treasurer
19	Connor Berry, Rural Representative
20	Charles "Chuck" Stewart, Class I Representative (arrived at 9:57 a.m.)
21	Jason Avery, Municipal Representative (arrived at 9:10 a.m.)
22	Ken Cramer, Central Representative
23	Maureen "Mo" Koezuna, Bush Representative
24	Nadine Lefebvre, Southeast (Juneau) Representative
25	Pamela Harper, Technical Representative
26	Richard Sewell, Professional Representative (via teleconference)
27	Shawn Alexander, Northern Region Representative
28	William "Bill" Hunt, Administrative Support Representative
29	Jim Duncan, Executive Director (with voice/no vote)
30	
31	Also present: Tam Tocher, AFSD, AFSCME International, Olympia WA
32	Beth Siegel, ASEA Member (Guest)
33	Joyce Winton, Administrative Assistant
34	
35	ADOPT AGENDA
36	Main Motion 16-024 (Adopt Agenda) [General Consent]
37	Without objection, the Board approved the Agenda as presented.
38	Amendment 16-024A (Adopt Agenda)
39 40	Moved by Michael Williams, seconded by Nadine Lefebvre
40 41	To approve the agenda as amended with the addition of (1) Affiliate AFL-CIO Appointments, (2)
41 42	Financial Information and (3) Rights of Officers under NEW BUSINESS and Motion 16-004
42	(Executive Session Guidelines) under OLD BUSINESS.
43	Amendment 16-024A passed, without objection

### 1 APPROVE POLLS

- 2 Main Motion 16-025 (Accept Polls into the Record)
- 3 Moved by Pamela Harper, seconded by Mo Koezuna
- 4 To accept the October 15, 2015 appointment of Kathleen Williams to the Rural Seat and the October 29,
- 5 2015 appointment of Misty Pitaro to the Southeast Seat on the ASEA Elections Committee into the record
- 6 as presented.
- 7 Main Motion 16-025 passed, without objection.

8

### 9 **APPROVE MINUTES (09/08-09/2015)**

- 10 Main Motion 16-026 (Adopt 09/08-09/15 Minutes Quarterly Business Session Fairbanks)
- 11 Moved by Pamela Harper, seconded by Mo Koezuna
- 12 To approve the September 08-09, 2015 minutes (Quarterly Business Session-Fairbanks) as written.
- 13 Amendment 16-026A (Adopt 09/08-09/15 Minutes Quarterly Business Session Fairbanks)
- Moved by Shawn Alexander, seconded by Bill Hunt
- To review the audio record and amend the minutes to list Board members who requested their
- abstention be entered in to the record by name.
- 17 Amendment 16-026A passed, without objection
- 18 Main Motion 16-026 passed, without objection.

19

## 20 **FY 2015 AUDIT REPORT – BDO USA, LLP** (Times Certain 9:00 a.m.)

- 21 BDO USA, LLP Assurance Partner Lia Patton provided an overview of ASEA's FY 2015 Financial Audit
- 22 to the State Executive Board. Two handouts, Financial Statements Year Ended June 30, 2015 and Audit
- Wrap-up, June 30, 2015 were distributed to the Board and will be incorporated into the minutes at Exhibits
- A and B. Copies are available for review upon filing of an Information Request to the Executive Director
- 25 in accordance with The AFSCME Financial Standards Code, Article X and ASEA Policy on Financial
- 26 Information Requests (Main Motion 09-005, September 2008).

2728

(The State Executive Board took a break at 9:31 a.m., resuming the record in general session at 9:57 a.m.)

29 30

#### REPORT — EXECUTIVE DIRECTOR

31 <u>Budget Review/Update</u>

# 32 <u>FY 2016 Proposed Budget Amendments</u>

- 33 The Executive Director presented proposed FY 2016 budget amendments to the Payroll, Organizing
- Payroll, Lobbyist Expense and Lobbyist Contract line items:

35

- 36 Main Motion 16-027 (Payroll)
- 37 Moved by Michael Williams, seconded by Chuck Stewart
- To adjust the following Payroll line items in the FY 2016 budget: increase Business Agents by \$24,340;
- increase Support Staff by \$14,631; increase Personal Leave and Leave Cash In by \$1,839; increase Taxes
- by \$13,240, decrease Health Insurance by (\$307,193); increase Health Insurance Cost Sharing by \$134,096
- and increase Pension Expense by \$29,007.
- 42 Main Motion 16-027 passed, without objection.

- 1 <u>Main Motion 16-028 (Organizing Payroll)</u>
- 2 Moved by Michael Williams, seconded by Mo Koezuna
- 3 To adjust the following Organizing Payroll line items in the FY 2016 budget: increase Organizing Wages
- 4 by \$7,011; increase Organizing-Taxes by \$956; decrease Organizing-Health by (\$49,926); increase
- 5 Organizing-Health Insurance Cost Sharing by \$21,173 and increase Organizing-Pension by \$5,368.
- 6 Main Motion 16-028 passed, without objection.

7

- 8 Main Motion 16-029 (Lobbyist Expense)
- 9 Moved by Michael Williams, seconded by Chuck Stewart
- To decrease the Lobbyist Expense line item in the FY 2016 budget by \$3,600.
- 11 Main Motion 16-029 passed, without objection.

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- 13 <u>Main Motion 16-030 (Lobbyist Contract)</u>
- 14 Moved by Michael Williams, seconded by Chuck Stewart
- To increase the Lobbyist Contract line item in the FY 2016 budget by \$7,875.
- 16 Main Motion 16-030 passed, without objection.

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- 18 (The State Executive Board took a break at 10:54 a.m., resuming the record in general session at 11:03 a.m.)
  - FY 2016 Unaudited Financial Statements

21 The Executive Director presented the Balance Sheet and Income Statement for the four months ending

October 31, 2015, (Budget vs. Actual). The following items were especially noted:

23

- 24 REVENUE
- Gross Dues Revenue for the four (4) months ending October 31, 2015, is approximately \$4,800 more than originally projected.

27

- 28 EXPENSES
- Total actual expenses for projected year-to-date budget expenditures for the four (4) months ending
- 30 October 31, 2015 are under budget.

31

- 32 <u>Main Motion 16-031 (Committee Fundraising WIC)</u>
- Moved by Nadine Lefebvre, seconded by John White
- 34 To increase the Women's Committee line item in the FY 2016 budget by \$85 for the sale of a vest and
- 35 pins.
- 36 Main Motion 16-031 passed, without objection.

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- 38 MEMBER COMMENTS TIMES CERTAIN AT 12:00 p.m.
- 39 The telephonic connection was established at 12:00 p.m. for all incoming calls from members wishing to
- 40 address the Board. No member comments were received at this time.
- 41 (The Member Comments segment of the agenda concluded with telephonic disconnection at 12:15 p.m.

42

43 (The State Executive Board took a break at 12:15 p.m., resuming the record in general session at 1:05 p.m.)

1	REPORT — EXECUTIVE DIRECTOR (Continued)	
2	Financial Information	
3 4 5 6 7 8	Main Motion 16-032 (Financial Information) Moved by Mo Koezuna, seconded by Connor Barry That the Executive Director make available three (3) copies of the current fiscal year detail ledger for review by only Executive Board members during Executive Board meetings with the understanding that no copies be made of documents, that they not leave the meeting room during the day and that they are collected at the end of the business day.	
9	Main Motion 16-032 passed, without objection.	
10	FY 2016 Capital Budget	
11	No expenditures have been made from the approved FY 2016 Capital Budget.	
12	Alaska Airlines EasyBiz Account	
13 14 15	As of September 6, 2015, the Alaska EasyBiz account has a balance of 29,949 miles and the Alaska Airline Visa account has a balance of 2,349,991 miles. One (1) mileage ticket were purchased during this reporting period.	
16	<u>Collections Update</u>	
17 18 19	The Executive Director presented the Collections Report to the Board. Year-to-date past dues collected for FY 2016 (July 1, 2015 – June 30, 2016) is \$13,254.82. The net estimated outstanding dues still to be collected is approximately \$9,549.	
20	Internal Organizing	
21 22	An overview of Internal Organizing activities for the reporting period focused on Chapter Officer Trainin and the ASEA/AFSCME Strong Campaign.	
23	External Organizing	
<ul><li>24</li><li>25</li><li>26</li></ul>	<u>Main Motion 16-033 (Executive Session) [General Consent]</u> Without objection, the ASEA Executive Board entered into Executive Session to protect the privacy o individuals and to protect the confidentiality of negotiations and/or litigation.	
27 28	(The State Executive Board entered into Executive Session at 2:24 p.m., resuming the record in general session at 2:42 p.m.)	
29	ASEA Steward Training	
30 31	The Executive Director reported that Basic Steward Training was held on October 21, 2015. Twenty (20 stewards attended training—Anchorage (10), Fairbanks (4) and Juneau (6).	
32	Chapter Reporting Update	
33 34 35	The Executive Director presented the Chapter Reporting Update to the Board. Sixteen (16) of our 21 chapters have returned their required EOY 2015 chapter reporting documents. Chapter sharing will be withheld until chapter reporting documents are submitted to Anchorage Headquarters.	
36	Rural/Bush Chapter Travel and Contact	
37 38	Juneau Business Agents Dick Isett and Lizzie Solger traveled to Sitka on August 25 <sup>th</sup> to conduct worksi and COS/ASEA chapter meetings. Internal Organizers MaryAnn Ganacias and Ryan Kopiasz traveled to	

Bethel on August 31st, to Dillingham on September 16th and to Mat-Su on November 3rd to conduct Chapter 1 Officer Training. Fairbanks Business Agent William Walters traveled to Nome on September 9<sup>th</sup> to conduct 2 worksite and chapter meetings. 3 4 Staffing Update 5 Fairbanks Business Agent Kelly Brown has announced her retirement effective March 4, 2016. New Hire Orientation/Membership Trend 6 7 The Executive Director presented the New Hire Orientation report to the Board which showed that three hundred seventeen (317) members attended New Hire Orientation during the reporting period August 1 — 8 9 October 31, 2015. 10 *Member Advancement Program (MAP)* There were 67 new contributors during the reporting period for a total of 1,685 MAP contributors, 11 approximately 20.11% of the membership. 12 13 14 Political Action Committee Program (PAC) The Executive Director presented the PAC participant report to the Board. As of October 31, 2015, 13.89% 15 of the membership contributes to the PAC. 16 17 18 *Unit Clarifications/PUC/Appeal* During the reporting period, there were 14 new clarifications added to the GGU, 11 to the Supervisory Unit 19 and two (2) to the Labor, Trade & Crafts Unit for a total of 27 new unit clarifications. 20 21 Business Leave Update 22 SOA GGU Business Leave Update The Executive Director presented the Business Leave Bank Update to the Board. Drawdowns to the bank 23 24 during this reporting period were for: an Executive Board meeting, AFSCME conferences, CNC organization and negotiation meetings, ASEA Strong trainings, Trust meetings, steward training, and 25 chapter officer trainings. 26 27 City of Sitka Business Leave Update The Executive Director presented the Business Leave Bank Update to the Board. Drawdowns to the bank 28 29 during this reporting period were for steward duties. 30 Fairbanks North Star Borough (FNSB) Business Leave Bank Update The Executive Director presented the Business Leave Bank Update to the Board. Drawdowns to the bank 31 during this reporting period were for an Executive Board meeting and a CLC meeting. 32 33 GGU Catastrophic Leave Update 34 During the reporting period, ASEA approved catastrophic leave for 79 members. The current bank balance is 2.255.82 hours. 35 36 GGU Emergency Leave Bank Update During the period August 8, 2015 to October 31, 2015, ASEA approved emergency leave for 61 members. 37 The balance of the Emergency Leave Bank is \$480,442.95.

At the end of the reporting period, there were 2,575 GGU members enrolled in the Emergency Leave Bank

(ELB). Fifty-two (52) new members enrolled in the ELB between August 8<sup>th</sup> and October 31<sup>st</sup>.

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1	GGU Injury Leave Bank Update
2 3	During the period August 8, 2015 to October 31, 2015, ASEA approved injury leave for 9 members. The balance of the Injury Leave Bank is \$606,842.
4	Grievances and Arbitrations Report
5 6	The Executive Director presented the Arbitrations and Grievances report to the Board. As of December 3, 2015, there were 137 open or currently ongoing grievance cases with the State of Alaska.
7 8	There are 78 grievances in the Step IV process and one (1) arbitration was decided during this reporting period.
9	(The State Executive Board took a break at 3:21 p.m., resuming the record in general session at 3:44 p.m.)
0	Website Report
1	The Executive Director presented the ASEA/AFSCME Local 52 Website report to the Board. Peak Events—CNC Contract Negotiating Committee Survey and Bargaining Unit Update No. 1.
3	<u>Facebook Report</u>
4 5 6	The Executive Director presented the ASEA/AFSCME Local 52 Facebook report to the Board. There are currently 445 'Likes' on the ASEA page with the most recent post: Talking Points Memo (AFSCME): Decline of Labor/Increase of Inequality.
7	Publications/Communications Report
8	The Executive Director presented the Publications/Communications report to the Board.
9	//end of Executive Director's Report
21 22 23	<b>REPORT – TREASURER</b> There was no Treasurer's report provided at this time.
24 25	//end of Treasurer's Report
26 27 28	The Executive Board recessed for the evening at 4:00 p.m.
29	<b>DAY TWO – 12/10/2015</b>
80	CALL TO ORDER AND ROLL CALL (9:00 a.m.)
31	The Quarterly Business Session of the State Executive Board reconvened in the Training Room at the
32	ASEA Headquarters Anchorage and was called to order at 9:00 a.m. by President Val Kenny. Secretary
33	Michael Williams called the roll and noted for the record that the following board members, guests and
34	staff were present. The presence of a quorum was declared.
35 36	Dragant wara
37	Present were: Valerie Kenny, President
88	Michael Williams, Secretary
89	John White, Treasurer
10	Connor Berry, Rural Representative
1	Charles "Chuck" Stewart, Class I Representative (arrived at 10:36 a.m.)

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1	Jason Avery, Municipal Representative
2	Ken Cramer, Central Representative
3	Maureen "Mo" Koezuna, Bush Representative
4	Nadine Lefebvre, Southeast (Juneau) Representative
5	Pamela Harper, Technical Representative
6	Richard Sewell, Professional Representative (via teleconference)
7	Shawn Alexander, Northern Region Representative
8	William "Bill" Hunt, Administrative Support Representative
9	Jim Duncan, Executive Director (with voice/no vote)
0	Also was at Town Tools a AECD AECOME International Olempia WA
1	Also present: Tam Tocher, AFSD, AFSCME International, Olympia WA
2	Beth Siegel, ASEA Member (Guest)
3	Joyce Winton, Administrative Assistant
4	DEDODE DDECIDENC
5	REPORT – PRESIDENT
6	<u>Committee Reports</u>
.7 .8	Committee reports are noted and accepted into the record and incorporated into the minutes at Exhibit C a copy of which is available upon filing of an Information Request to the Executive Director.
9	Written Committee Reports were provided to the Board from the following committee(s):
20	Class 1 Committee
	Elections Committee
22	Grievance Review Committee
23	Next Wave Committee
24	Presidents Committee
25	Probation/Parole Committee
21 22 23 24 25 26	Women's Issues Committee
27	
28	Executive Board Committee Liaison Mo Koezuna provided a verbal presentation for the following
29	committee(s):
30	Bush Committee
. 1	
31	<u>Committee Resignations</u>
32	Elections Committee
33	President Kenny recommends accepting Lawrence Camp's (Anchorage Chapter) resignation from the
34	ASEA Election Committee's Central Seat. He can no longer serve on the Committee as a result of his
35	recent election as Treasurer of the Anchorage Chapter.
36	Grievance Review Committee
37	President Kenny recommends accepting Ken Cramer's (Anchorage Chapter) resignation from the ASEA
88	Grievance Review Committee Central Seat because he can no longer serve on the Committee as a result of
39	his election as the Central Seat Representative on the State Executive Board.
10	•
1	<u>Main Motion 16-034 (Committee Resignations) [General Consent]</u> Without objection, the Board accepted the resignations of Lawrence Camp (Elections Committee) and Ker
12	Cramer (Grievance Review Committee)

#### 1 Committee Appointments President Kenny recommends the appointment of John White (State Executive Board Treasurer) as Board 2 3 Liaison to the Next Wave Committee. 4 Main Motion 16-035 (Board Liaison—Next Wave Committee) Moved by Nadine Lefebvre, seconded by Ken Cramer 5 To approve the Chair's appointment of John White as Board Liaison to the Next Wave Committee. 6 7 Main Motion 16-035 passed, without objection 8 *Main Motion 16-036 (Committee Appointments)* Moved by Jason Avery, seconded by Michael Williams 9 To approve the Chair's appointment of Pat Owens (Bristol Bay Chapter) as Bush Committee Chair and the 10 appointments of Matt Dallman (Delta/Greely Chapter) to the Rural Seat and Shauna Baker (Anchorage 11 Chapter) to the Central Seat on the Next Wave Committee. 12 13 Main Motion 16-036 passed, without objection Calendar of Events 14 Quarterly Business Session — February 8-9, 2016 — Juneau 15 AFL-CIO Legislative Meeting — February 10-11, 2016 — Juneau 16 17 18 **UNFINISHED BUSINESS** 19 Motion 16-004 (Executive Session Guidelines) 20 [Note of Record: Shawn Alexander stated he would return the Executive Director's contract next 21 week.] 22 23 **NEW BUSINESS** 24 Affiliate Appointments to the AFL-CIO The ASEA Executive Board President recommends AFL-CIO Vice President and Convention Delegate 25 appointments. 26 27 **REPORT** — **EXECUTIVE DIRECTOR** (Continued) 28 Wells Fargo Advisors Presentation (Times Certain – 9:30 a.m.) Main Motion 16-037 (Executive Session – Wells Fargo Report) 29 Moved by John White, seconded by Shawn Alexander 30 The ASEA Executive Board enter into Executive Session to protect the privacy of individuals and to protect 31 32 the confidentiality of negotiations and/or litigation. 33 Wayne Pichon and Rachel Bunnell of Wells Fargo Advisors reported on the reserve accounts' Performance

Review as of November 30, 2015. An Executive Summary was incorporated into the minutes at Exhibit D. A copy of which is available for review upon filing of an Information Request to the Executive Director.

(The State Executive Board entered into Executive Session at 9:32 a.m., resuming the record in general

34

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Main Motion 16-037 passed, without objection

session at 9:50 a.m.)

ASEA/AFSCME Local 52 State Executive Board

**Quarterly Business Session** 

December 9-10, 2015 (Anchorage AK)

1 2	(The State Executive Board took a break at 10:18 a.m., resuming the record in general session at 10:36 a.m.)
3	<u>Lobbyist Report</u>
4 5 6 7	Main Motion 16-038 (Executive Session – Lobbyist Report  Moved by Chuck Stewart, seconded by Jason Avery  That the ASEA Executive Board enter into Executive Session to protect the privacy of individuals and to receive the Lobbyist Report.
8	Main Motion 16-038 passed, without objection
9	ASEA Lobbyist Fate Putman provided the Lobbyist Report in Executive Session.
10 11	(The State Executive Board entered into Executive Session at 10:40 a.m., resuming the record in general session at 11:06 a.m.)
12	//end of the Executive Director's Report
13	REPORT – PRESIDENT (Continued)
14 15 16 17 18 19 20	Executive Board Committee Liaison Chuck Stewart provided a verbal presentation for the following committee(s):  AFSCME Corrections United Class 1 Committee Presidents Committee Probation/Parole
21 22 23 24	Main Motion 16-039 (Grievance Review Committee [GRC]) Moved by Mo Koezuna, seconded by Chuck Stewart To suspend the rules and waive the provision in ASEA Policy 2.03.030 C requiring mandatory annual training for GRC members.
25	Main Motion 16-039 passed, without objection
26 27 28	//end of the President's Report  NEW BUSINESS (Continued)
29 30	• The request to discuss AFSCME Financial Standards Code Article 9, Reporting and Rights of Officers was withdrawn.
31 32	(The State Executive Board took a break at 11:55 a.m., resuming the record in general session at 12:00 p.m.)
33 34	[Note of Record: Member Present – Lawrence Camp (Anchorage Chapter)]
35 36 37	MEMBER COMMENTS — TIMES CERTAIN AT 12:00 p.m.  The telephonic connection was established at 12:00 p.m. for all incoming calls from members wishing to address the Board.
38	Beth Siegel — Fairbanks: Union Policies and Email to Midnight Sun Stewards

(The Member Comments segment of the agenda concluded with telephonic disconnection at 12:16 p.m.

39

ASEA/AFSCME Local 52 State Executive Board Quarterly Business Session December 9-10, 2015 (Anchorage AK)

#### 1 VERBAL COMMITTEE REPORTS — TIMES CERTAIN AT 12:15 p.m.

- A telephonic connection was established at 12:16 p.m. for all incoming calls from Committees wishing to 2 address the Board. No committee members joined telephonically. 3
- 4 (The Verbal Committee Report segment of the agenda concluded with telephonic disconnection at 12:31 5 p.m.

6

(The State Executive Board took a break at 12:31 p.m., resuming the record in general session at 1:04 p.m.)

7 8

- 9 Main Motion 16-039 (Executive Session) [General Consent]
- Without objection, the ASEA Executive Board entered into Executive Session to protect the privacy of 10 individuals and to protect the confidentiality of negotiations and/or litigation. 11
- (The State Executive Board entered into Executive Session at 1:05 p.m., resuming the record in general 12 13 session at 2:17 p.m.)

14

- 15 **NEW BUSINESS** (Continued)
- 16 • Email to Midnight Sun Stewards
- 17 An email will be sent to Midnight Sun Stewards to schedule a meeting on January 5, 2016 with ASEA Executive Director Jim Duncan. 18
- 19 • American Income Life (AIL)
- 20 Main Motion 16-040 (American Income Life [AIL])
- Moved by Chuck Stewart, seconded by Jason Avery 21
- To add American Income Life (AIL) on the agenda for discussion under NEW BUSINESS. 22
- 23 Main Motion 16-040 passed, without objection
- 24 Information will be distributed to Chief Stewards for dissemination to chapter stewards explaining ASEA's agreement with AIL and how to refer AIL problems/issues to ASEA Headquarters and/or their 25 respective ASEA regional office.

26

27

- 28 **ADJOURNMENT**
- 29 *Main Motion 16-041 (Adjournment)*
- Moved by Chuck Stewart, seconded by Michael Williams 30
- To adjourn the Quarterly Business Session of the ASEA/AFSCME Local 52 State Executive Board. 31
- 32 Main Motion 16-041 passed, without objection.

33

34 (Whereupon, the Quarterly Business Session of the ASEA/AFSCME Local 52 State Executive Board adjourned at 3:00 p.m.) 35

36 37

- 38 Respectfully submitted by
- Michael R. Williams, Secretary 39
- 40 State Executive Board
- ASEA/AFSCME Local 52, AFL-CIO 41