



ALASKA STATE EMPLOYEES ASSOCIATION
American Federation of State, County & Municipal Employees Local 52

**PENDING APPROVAL
BY THE ASEA EXECUTIVE BOARD**

**MINUTES OF
ASEA/AFSCME LOCAL 52
QUARTERLY BUSINESS MEETING
ASEA EXECUTIVE BOARD**

**DECEMBER 12, 2025
ANCHORAGE, AK**

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**QUARTERLY BUSINESS SESSION FOR THE
ASEA/AFSCME LOCAL 52 EXECUTIVE BOARD
DECEMBER 12, 2025
ANCHORAGE, AK /via Zoom**

December 12, 2025

CALL TO ORDER AND ROLL CALL (8:37 AM)

The Quarterly Business Session of the ASEA Executive Board convened and was called at 8:37 a.m. by the President Charles Stewart a with roll call by the Secretary Lawrence Camp, who noted for the record that the following board members, ASEA members, guest and staff were present. The presence of a quorum was declared.

Present were:

Charles Stewart, President
Lawrence Camp, Secretary
Jodi Andres, Treasurer
Douglas Grzybowski, Professional Representative
Mary Grzybowski, Clerical/Technical Representative
Warren Waters, Class Representative
Michael LaDouceur, Northern Representative
Randall Sutak, Southeast Representative
Jody Morris, Rural Representative
Robert Williams, Municipal Representative
Heidi Drygas, ASEA Executive Director
Maryann Ganacias, ASEA Assistant Executive Director

Also Present:

Suyene Dallman, ASEA Admin Specialist
Bev Gagaring, ASEA Internal Organizer
Margaret Pohjola, ASEA Accountant
Jeremy Kruse, AFSCME Area Field Representative

Absence Excused:

Ed Smyers, Central Representative

Vacant:

Bush Representative

AGENDA

Main Motion 26-014 (Adopt Agenda)

Moved by Douglas Grzybowski, seconded by Mary Grzybowski.

To adopt agenda.

Amendment 26-014A (Adopt Agenda)

Moved by Douglas Grzybowski, seconded by Mary Grzybowski.

To go into executive session to discuss the Executive Director's contract.

Amendment 26-014 A passed without objection.

Main Motion 26-014 passed as amended without objection.

1 **Consent Agenda (Accepted with General Consensus)**

2 Poll 26-001 – Removal of members from the Conservative Caucus Committee (*Passed*)

3 Poll 26-002 – Conservative Caucus Committee Appointment (*Passed*)

4 Poll 26-003 – Executive Director Contract Subcommittee Appointment (*Passed*)

5 Poll 26-004 – Proposed ASEA Policies & Procedure 30-day comment period posting (*Passed*)

6 Poll 26-005 – ASEA Executive Board’s December meeting schedule (*Passed*)

7 September 2, 2025, Executive Board Meeting Minutes

8 Executive Director’s – excluding BA reports

9 Executive Director’s Contract

10 Secretary’s Report

11 President Report (excluding committee appointments)

12
13 **EXECUTIVE DIRECTOR’S REPORT – FINANCIAL**

14 Joy Mariner presented the BDO financial audit report to the ASEA Executive Board.

15
16 **Main Motion 26-015 (Financial Audit Report)**

17 Moved by Jodi Andres, seconded by Douglas Grzybowski.

18 To approve the financial audit report.

19 Main Motion 26-015 passed without objection.

20
21 **EXECUTIVE DIRECTOR’S REPORT – FINANCIAL (continued)**

22 Jodi Andres presented the financial report to the ASEA Executive Board.

23
24 **Noted for the Record:** Mike Yestramski joined the meeting at 9:28 a.m.

25
26 **Noted for the Record:** Correy Leaffer joined the meeting at 9:29 a.m.

27
28 **TIME CERTAIN (9:34 A.M.) - AFSCME NW DISTRICT IVPs**

29 Correy Leaffer and Mike Yestramski, AFSCME NW District IVPs delivered a general update to the Executive
30 Board.

31
32 **EXECUTIVE DIRECTOR’S REPORT – FINANCIAL (continued)**

33
34 **Noted for the Record:** Tyler Bevans joined the meeting at 10:02 a.m.

35
36 **TIME CERTAIN (10:02 A.M.) – WELLS FARGO BSRA PRESENTATION**

37 Dominic Corleto, Wells Fargo Investment Officers, presented the BSRA Investment Report to the ASEA
38 Executive Board.

39
40 *The Board took an at ease at 10:50 a.m. – 11:07 a.m.*

41
42 **EXECUTIVE DIRECTOR’S REPORT – FINANCIAL (continued)**

Main Motion 26-016 (Executive Director's Report)

Move by Jodi Andres, seconded by Mary Grzybowski.

To move the executive director's report ahead of the unfinished business.

Main Motion 26-012 passed without objection.

Main Motion 26-017 (Executive Director's Contract)

Moved by Warren Waters, seconded by Douglas Grzybowski.

To move the Executive Director's contract above the ASEA Biennial Convention.

Main Motion 26-017 passed without objection.

EXECUTIVE DIRECTOR'S REPORT**TIME CERTAIN (12:00 NOON) – MEMBER COMMENTS****COMMITTEE REPORTS**

Verbal committee reports were presented by Class 1 committee, Conservative Caucus Committee, Probation and Parole Committee and Women's Issues Committee.

The Board took a recess at 12:30 p.m. – 1:00 p.m.

UNFINISHED BUSINESS**Main Motion 26-018 (Executive Session – Executive Director's Contract)**

Moved by Jodi Andres, seconded by Mary Grzybowski.

To go into executive session to discuss the executive director's contract.

Main Motion 26-018 passed without objection.

The Board went into executive session at 1:18 p.m. – 1:38 p.m.

Main Motion 26-019 (Policies and Procedures)

Moved by Jodi Andres, seconded by Warren Waters.

To accept Policies and Procedures as presented.

Amendment 26-019A (Policies and Procedures)

Moved by Jodi Andres, seconded by Michael LaDouceur.

To remove "or emergency support" on 18.00.040 A.

Amendment 26-019A passed without objection.

Main Motion 26-019 passed as amended without objection.

Main Motion 26-020 (Juneau Board Meeting Cost Analysis)

Moved by Jodi Andres, seconded by Douglas Grzybowski.

To have staff do a cost analysis evaluation to stay in Juneau Valley.

Main Motion 26-020 passed without objection.

NEW BUSINESS

1 **Main Motion 26-021 (Mission Statement)**

2 Moved by Douglas Grzybowski, seconded by Mary Grzybowski.

3 To accept the new ASEA mission statement presented below by the subcommittee:

4 *” ASEA stands in solidarity to support and protect Alaska's public employees. We champion fair pay, safe workplaces,*
5 *democratic values, and the power of organizing—using our collective strengths to build a more just and equitable society*
6 *that honors public service and*
7 *uplifts all working families.”*

8 Main Motion 26-021 passed without objection.

9
10 **Main Motion 26-022 (ASEA Biennial Convention Slogan)**

11 Moved Jodi Andres, seconded by Mary Grzybowski.

12 To adopt “Strength and Solidarity. Justice in Action” as convention slogan.

13 Main Motion 26-021 passed without objection.

14
15 **Main Motion 26-023 (Member Activism)**

16 Moved by Jody Morris, seconded by Lawrence Camp.

17 To accept the member activism goal presented below by the subcommittee:

18 *“Promote member participation and activism by hosting quarterly Chapter President meetings, sharing best practices*
19 *and encouraging chapters to hold at least two regular solidarity events a year, and ensuring staff visit each worksite at*
20 *least once every two years.”*

21 **Amendment 26-023A (Member Activism)**

22 Moved by Jodi Andres, seconded by Douglas Grzybowski.

23 To strike Chapter President and add Leadership.

24 Amendment 26-023A passed without objection.

25 Main Motion 26-023 passed amended without objection.

26
27 *The Board took an at ease at 3:08 p.m. – 3:23 p.m.*

28
29 **Main Motion 26-024 (Standing Steward Committee)**

30 Moved by Douglas Grzybowski, seconded by Jodi Andres.

31 To set up a standing stewards committee.

32 Main Motion 26-024 passed without objection.

33
34 **Main Motion 26-025 (Steward Participation)**

35 Moved by Douglas Grzybowski, seconded by Warren Waters.

36 To accept the Steward Participation goal as presented below:

37 *“Establish a committee to develop a program to mentor new stewards, with the program to be developed and*
38 *implemented by December of 2026 and ensure 90% of stewards receive program training by December 31, 2027.”*

39 **Amendment 26-026A (Steward Participation)**

40 Moved by Douglas Grzybowski, seconded by Warren.

41 To change the implementation date to December 2026.

42 Amendment 26-026A passed without objection.

43 Main Motion 26-026A passed as amended without objection.

Main Motion 26-027 (Membership Growth Goal)

Moved by Warren Waters, seconded by Jodi Andres.

To accept the membership growth goal as presented by the subcommittee.

Amendment 26-027A (Membership Growth Goal)

Moved by Warren Waters, seconded by Douglas Grzybowski.

To amend unified organizing goal and will read “by increasing total dues paying members”

Amendment 26-027A passed without objection.

Main Motion 26-027 passed as amended without objection.

Main Motion 26-028 (Executive Session – Organizing and Personnel)

Moved by Jodi Andres, seconded by Mary Grzybowski.

To go into executive session to discuss organizing.

Main Motion 26-028 passed without objection.

The Board went into executive session at 3:53 – 4:41 p.m.

SECRETARY’S REPORT**PRESIDENT’S REPORT****CALENDAR OF EVENTS****Main Motion 26-029 (May 2026 Board Meeting)**

Moved by Jody Morris, seconded by Warren Waters.

To hold the May meeting on the 5th and 6th in Kodiak.

Main Motion 26-029 passed without objection.

Main Motion 26-030 (September 2026 Board Meeting)

Moved by Warren Waters, seconded by Michael LaDouceur.

To hold the September meeting on the 8th in Fairbanks.

Main Motion 26-030 passed without objection.

Main Motion 26-031 (December 2026 Board Meeting)

Moved by Jodi Andres, seconded by Douglas Grzybowski.

To hold the December meeting in person on the 9th and 10th in Anchorage.

Main Motion 26-031 passed without objection.

GOOD OF THE ORDER**Main motion 26-032 (Adjournment)**

Moved by Warren Waters, seconded by Michael LaDouceur.

To adjourn.

Main Motion 26-032 passed without objection.

1 Whereupon the Quarterly Business Session of the ASEA/AFSCEM Local 52 Executive Board adjourned at 5:09
2 P.M.
3
4
5 LC/sd

DRAFT