

MICHIGAN PUBLIC EMPLOYEES, SEIU LOCAL 517M
Executive Board Meeting Minutes
Saturday, January 29, 2022 – Zoom Meeting – 10:00am

I. SECRETARY/TREASURER'S REPORT:

A. Roll Call, Declaration of Quorum:

Secretary Treasurer Bryan Grochowski took Roll Call. Board Member Kevin Mercado was excused. A quorum was declared at 10:07am. The meeting was held over Zoom due to COVID-19.

B. Approval of Minutes: The meeting minutes from the November 06, 2021, Executive Board meeting were presented by Secretary Treasurer Bryan Grochowski. A MOTION was made by Director Michael Duell to approve the meeting's minutes. SUPPORTED by DVP Yolanda Johnson. Motion carried.

II. PRESIDENT'S REPORT:

A. Swearing in of New Board Members:

President Combs swore in Director Jason Jackson of the Technical Unit.

B. Review of Action Items from the November 06, 2021 Board Meeting:

President Combs refreshed the Board on the Board Policies in the New Year and that we, as the board of directors, are trying to make sound financial decisions and the best decisions for the Local Union and membership overall. There were no action items.

C. COPE Report: The Local Union's goal was \$27,162. We completed \$17,140.09, which was 63%. We will be penalized by 1.5 times the amount of our shortfall in accordance with the SEIU International Constitution and Bylaws. This of course was not our number one priority, while we would like this to be better moving forward, we need to focus on membership first.

D. SEIU Strength and Action Council (Political Endorsement Process):

ED Tripp reported that this year is an election year and various people will be asking for support from 517M. It will be a challenge to decide how we navigate this with the reauthorization deadline occurring around the same time as the election. We need

feedback from our members on what they want us to do here. President Combs reported that in our three state units, we have a significant number of members that are frustrated with the Governor and Department heads. DVP Yolanda Johnson reported that in Region 2 there are a lot of conservative members that feel that SEIU 517M is too political and needs to focus on making the contracts much stronger and our communities, including school boards, much stronger. DVP Kusnier reported that this election is incredibly important because it determines the Civil Service Commission, which sets the rules for our State Employees, including Reauthorization. DVP Kusnier asked if we could endorse one person from each party? ED Tripp reported how the appointments would work for the Civil Service Commission. Secretary Treasurer Grochowski stated that we should make sure that candidates have solid and agreeable stances on labor issues before we give them our endorsement.

E. 2022 SEIU Local 517M Committees & Code of Ethics Policy:

President Combs will be reaching out regarding committees soon and reminded board members to submit their signed Ethics Oaths.

F. 2022 Board Dates (April 30, July 30, Nov. 5):

President Combs reminded board members of the 2022 board dates. DVP Jackson asked if it's possible to get a meeting with the Governor's staff for our Executive Board, about our member's various issues. There's a possibility with endorsements and donations, but alone it is unlikely.

III. EXECUTIVE DIRECTOR'S REPORT:

A. Continuing Impact of COVID-19:

ED Tripp reported that the Local Union has a small staff, two of our staff had COVID in the last week. We are doing things over zoom when we can, and when we can't, we are socially distancing and wearing proper PPE. Additionally, 517M bought staff KN95

masks as well. We are also advocating to keep staff home that can work from home, to keep people safe. DVP Yolanda Johnson reported on how COVID has changed her day-to-day work operations. DVP Carmella Johnson reported that Flint Community Schools are out because their buildings are old with bad ventilation and the air quality is poor. ED Tripp reported that 517M was successfully able to get the MDOT Director to push back his date of bringing everyone back into the office a few months.

- B. SEIU Minimum Dues Waiver/ Per Capita Tax Bundling Approval:** Local 517M received a minimum dues waiver and PCT bundling approval. This is required for any rates that are under \$40/\$35.
- C. 20% Organizing Plan Approved (\$304,073.93/ \$101,357.98):** The 5 page 20% organizing plan that was submitted to the International Union was approved. In accordance with their three models, they offer a 50/50 split in which a Local Union is allowed to keep 50% of their 20% organizing budget and the remaining 50% is to be pooled into one of SEIU's national campaigns. The deal that we negotiated this year is a 75/25 split, though, which allows us to keep \$304,073.93 of our 20% organizing budget to use on internal organizing efforts – including our reauthorization and SLG growth campaign.
- D. State/ SLG Growth Campaign:** ED Tripp reported on the methods that the Local Union is using to track member density, and bargaining unit size and retention rates. In the last 2.5 months, we have signed up over 150 members. Through this process, we have also found and activated new member leaders that have gotten excited about the union and been able to sign up members. We are excited to keep this momentum going.
- E. Public Employee Recognition Pay/ Public Service Recognition Week:** ED Tripp reported that a copy of the letter is in the packet that was sent to the Majority Leaders and Minority Leaders in both the House and Senate requesting Public Employee Recognition Pay (PERP) through American Rescue Plan Act (ARPA) Funds. The recognition pay that was requested was in the amount of \$2,000 for all state employees, all local government employees, and all school employees. Additionally, the letter requests that the first

full week in May be recognized as Public Service Recognition Week, as has been recognized nationally since the 1980's. We will be communicating this out to members, in both State and SLG units, in the coming week.

- F. 2022 Steward Training (State Employees/ SLG):** ED Tripp reported that we are working on a steward training plan that is divided into two different divisions – one for SLG and one for State units. Staff will be reaching out to leaders soon.
- G. Information Services Report:** ED Tripp presented the report created by Dave Corrie. ED Tripp also gave an update on the website that is currently being designed for us, and said that once we have a timeline, he will provide that for them. Additionally, he provided an update on UnionWare for the Executive Board that the cases module is nearing completion along with the forms module that is the creation of digital dues cards. DVP Trevino-Garcia has concerns about going digital because “if it's not broke, don't fix it,” and she explained her process. Ed Tripp responded that digital dues cards are not something that would be mandatory for dues collection systems that are currently working without issues. ED Tripp fielded several questions and provided answers about digital dues cards, including signing up methods and opting out. There was also discussion about access to members when they are hired and probationary periods.
- H. 517M Bylaws and Constitution Discussion:** ED Tripp reported that the current Bylaws and Constitution were created for a pre- reauthorization/ RTW environment and well before laws like PA 53 devastated the Union. Due to this reality, they are no longer suited for a 2022 environment making it time to reevaluate. Ed Tripp relayed his intent to have a small group of board members, along with some key staff, read and research the bylaws of the Local, International Union and other SEIU Locals and make recommendations to the board on changes. This is something that should happen this year. Director Eck stated that it is much easier to change our Bylaws than Constitution, the Constitution requires a vote of the membership, but that's not a huge issue. DVP Yolanda Johnson stated that some discussion on this came about during election tally committee

with bargaining unit members regardless of membership status and representation on the board. President Combs and ED Tripp will work on a sign-up sheet for committees.

IV. SEC/TREAS FINANCIAL REPORT:

A. November 2021 Financial Report:

Secretary-Treasurer Grochowski presented and explained the November financial statements. Director John Eck made a MOTION to accept the financial statements; SUPPORTED by DVP Rod Jackson. Motion carries.

B. PPP Loan: Secretary-Treasurer Bryan Grochowski also reported the Local Union was granted forgiveness of the \$166,790.00 loan through PNC.

V. STATE UNIT & REGION REPORTS:

A. DVP Janice Cosey presented the HSS Unit report that she created. UIA is investigating internal fraud, the rest of the report can be read.

B. DVP Michelle Kusnier presented the Scientific and Engineering report prepared by Howard Gordon. She reported Howard and her held 23 zoom meetings regarding the TA. The health insurance does not kick in until 2023, not 2022. Members are trying to use the increased benefits that they thought they were entitled to at the beginning of the year, but they don't kick in until 2023. The rest can be read in the full report.

C. DVP Rod Jackson presented the Technical Unit report prepared by Kevin Karpinski. He reported that there was an overtime grievance that was settled and reported on the committees that they are creating of members that do similar work. The rest can be read in the full report.

D. DVP Leticia Trevino presented the Region 1 report prepared by Clint Bryant. She highlighted that in Thomas Township a 4-year agreement was ratified, along with getting Juneteenth as a paid holiday. She also reported on some grievance related work in the City of Saginaw. The rest can be read in the full report.

E. DVP Yolanda Johnson presented the Region 2 report prepared by Christine Stressman. She reported on the units that reached tentative agreements in the region and highlighted some of the raises and

added holidays. The message she is relaying to all members and stewards it to read their contract. The rest and full details can be read in the full report.

F. DVP Carmella Johnson presented the Region 3 report prepared by Dominic Barbato. She reported on the Detroit Crime Scene Analysts that the union has organized and a meeting that she and Dominic had with them. In the Flint Community Schools unit, they are having joint labor management meetings right now. DVP Carmella Johnson also reported that they are trying to sign more members up, not only in her unit but in the entire unit. The rest and full details can be read in the full report.

VI. NEW BUSINESS:

A. The Executive Board entered closed session at 12:55pm. The Executive Board ended closed session at 1:09pm.

VII. BOARD MEMBER COMMENTS:

A. Secretary Treasurer Grochowski asked ED Tripp to report on the units that the Executive Officers elected to disclaim. ED Tripp reported that EO's elected to disclaim a few units that were reached out to through multiple mailings, digital communications, and in person meetings with staff and leadership. Unfortunately, these units did not move and the Local issued disclaimer letters in late January. ED Tripp added that there are still units that have poor membership numbers, but we are seeing growth in a lot of units and that is something to celebrate.

VIII. ADJOURNMENT: MOTION by Board Member John Eck to adjourn. SUPPORTED by DVP Yolanda Johnson. Meeting adjourned at 1:20 PM.

