

MICHIGAN PUBLIC EMPLOYEES, SEIU LOCAL 517M
Executive Board Meeting Minutes
Saturday, April 30, 2022 – Zoom Meeting – 10:00am

I. SECRETARY/TREASURER’S REPORT:

A. Roll Call, Declaration of Quorum:

Secretary Treasurer Bryan Grochowski took Roll Call. Board Members Kevin Mercado, Roland Whitelow and Carmella Johnson were excused. A quorum was declared at 10:06am. The meeting was held over Zoom due to COVID-19.

B. Approval of Minutes: The meeting minutes from the January 29, 2022, Executive Board meeting were presented by Secretary Treasurer Grochowski. A correction to the COPE penalty was pointed out by John Eck. A MOTION was made by DVP Yolanda Johnson to approve the meeting’s minutes with the correction. SUPPORTED by Director Michael Duell. Motion carried.

C. Approval of Agenda: Director John Eck made a MOTION to accept the agenda. DVP Yolanda Johnson SUPPORTED. Motion carried.

II. PRESIDENT’S REPORT:

A. Swearing in of New Board Members:

President Joey Combs swore in Director Lori Steele of Plainwell Community Schools in Region 2.

B. Review of Action Items from the January 29, 2022 Board Meeting:

President Combs stated that there were not any action items.

C. 2022 Steward Training:

Steward Training was held separately for state units and for school and local government regions to better focus on more specific and relevant issues. President Combs asked for board members to provide feedback on the new format. DVP Kusnier said that the steward training went well and liked the way Howard Gordon presented the material. She also liked that they separated out just working with the S&E’s as the material was relevant to just the S&E’s. Director Michael Duell stated that he has been to many steward trainings and liked the format of this for the same reasons as it was S&E-centered, with

no distractions that were irrelevant to the S&E contract. Director Molly Mott stated that she thought the participants were more engaged in this training than they’ve been in the past. Director Greg Merricle stated that he wished we could have gotten more new people there. DVP Rod Jackson stated that the Technical Unit had some new stewards in attendance. Director John Eck stated that he likes the old format that was in-person and interactive with both SLG and state units. DVP Janice Cosey stated that she has monthly meetings with her stewards already, so she was surprised with how engaged her stewards were in their training. DVP Leticia Trevino praised the staff in the work that went into it and also liked the new format. DVP Yolanda Johnson stated that she has heard positive feedback and looks forward to attending the next one as she could not make the first one. ED Tripp stated that these trainings will be held quarterly, allowing for issue specific trainings and more consistent training. There will also be a component called “Building Power in an Hour.”

D. Member Engagement (Phone Banking/Site Visits):

President Combs reported that she is still doing phone banking during lunch hours and having success reaching members during this time. President Combs also stated that she has done some site visits with Clint Bryant at Saginaw County Community Mental Health Authority. ED Tripp stated that there is a member from a Region 2 unit that has been engaged in some anti-privatization policy for our mental health units that also has been instrumental in signing members up in her unit and has done some site visits at the Saginaw unit as well.

E. TMT – Scholarship Golf Outing (June 10):

President Combs reminded board members that the golf outing will be held on June 10, 2022. Information about the outing is enclosed in the packet.

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

President Combs reminded board members

of the 2022 board dates, July 30 and November 5, 2022.

III. **EXECUTIVE DIRECTOR'S REPORT:**

- A. Growth Campaign (SLG/State):** ED Tripp presented the SLG Growth chart that was in the board packet. This chart shows the member sign ups that have happened since October 2021. ED Tripp reported that we have signed up over 300 members in the SLG units since then. We are also working on removing language that prohibits members from joining the union during their probationary period. We have had some success at the City of Saginaw already doing this.
- B. 2022 – SOM Reauthorization Launch:** With the annual reauthorization requirement, we will be officially relaunching our campaign in the month of May, Public Service Recognition Month.
- C. Public Employee Recognition Pay (State/SLG):** ED Tripp stated that SEIU Local 517M had asked the legislature to consider giving \$2,000 in recognition pay to all public employees. This was changed to just state employees after it was determined the ask would cost roughly \$1 billion dollars and cities had already received ARPA funding directly and made allocations to many but not all employees statewide. Working with legislative leaders the Union introduced a bill that would allow for state employees to receive recognition pay in the amount of \$2k. Furthermore, the bill specifies that employees unable to receive ARPA funds due to restrictions would instead be paid from the states general fund. The bill was assigned to committee. SEIU Local 517M and the ED are also engaged in the process of drafting letters to various cities that our members work in an effort to promote and utilize ARPA funds. DVP Yolanda Johnson shared her story about premium/ COVID pay in the City of Battle Creek.
- D. Public Service Recognition Month:** ED Tripp stated that the Local Union had asked for a week in May to be officially recognized as Public Service Recognition Week, but this has been expanded to the full month of May to recognize all public servants including state employees, school employees, and municipality employees.

- E. Information Services Report:** We are in the build process of the website redesign. We are also working with a vendor to send out member cards that are personalized with names and member numbers. They are a hard plastic and for the SLG units feature the Weingarten Rights on the back. DVP Yolanda Johnson expressed the importance of having the Weingarten Rights on these cards, so members know these rights.
- F. MI Strength In Action Council (Political Endorsements):** ED Tripp reported on the endorsement process for the MI Strength in Action Council as it is an election year. We have been asked for endorsement by Governor Whitmer, Attorney General Nessel and Secretary of State Benson among many House and Senate candidates. Endorsements are managed through the Michigan Strength and Action Council. There has been an endorsement request for MI's 13th Congressional district by Sen. Adam Hollier, who sponsored a bill that threatened our exclusive representative rights that we were strongly against, and he would not drop. The Executive Board supported ED Tripp in not supporting Hollier's endorsement request.
- G. Union Staff Association Bargaining:** We will be entering into bargaining with our staff union. DVP's Leticia Trevino and Janice Cosey will be on the bargaining team along with ED Tripp. The first session will happen on Monday, 5/2/22..
- H. Dues Rate Increases (Tiers 1 and 2):** It is the duty of the Executive Board to set the dues rates for the SLG units. We previously went through a dues restructure and landed on a tiered system for the SLG units. Tiers 1 and 2 still fall beneath the minimum dues rates in SEIU's Constitution and Bylaws, which are \$35 and \$40. ED Tripp reported that we will follow up with an email for options that we can explore for raising the dues for Tiers 1 and 2.
- I. SEIU Local 517M Budget (FY 2022-2023):** We have a draft budget almost complete, incorporating our HSS limited term members leaving state service and reauthorization hits, however, it is crucial for us to sign up new members. It is our hope to have a budget to present before the FY begins in July, so we hope to have a special meeting to adopt the budget before July 1, 2022.

IV. SEC/TREAS FINANCIAL REPORT:

- A. March 2022 Financial Report:** Secretary-Treasurer Grochowski presented the March financial statements. DVP Leticia Trevino made a MOTION to accept the financial statements; SUPPORTED by Director Roberta Oldenburg. Motion carries.
- B. COPE Report:** Secretary-Treasurer Bryan Grochowski the COPE report. Our 2022 goal is \$24,644 and we are currently 15% toward our goal at the end of March. Secretary-Treasurer Grochowski stated that we are more focused on signing members up for membership, but we should try to activate our COPE committee again. Director John Eck stated that any money that we raise that is over our goal comes back into our state and stressed that it is important and hopes that everyone on this board gives a monthly contribution so we can elect candidates that support working families. Secretary Treasurer Grochowski stated that there is an electronic sign up form on our website and we can send that out to folks that may want to contribute.
- C. Constitution and Bylaws Committee (Update):** Secretary Treasurer Grochowski reported on the purpose of the Constitution and Bylaws committee. There have been a lot of changes to our Union in the 20 years since the document has last been updated, including Right to Work, PA 53, Civil Service Changes/RTW. There are also several compliance issues with the International Union's Constitution and Bylaws. We hope to have a document to present at the next board meeting to vote on. Secretary Treasurer Grochowski thanked all committee members and staff for their work on the committee.

V. STATE UNIT & REGION REPORTS:

- A.** DVP Janice Cosey presented the HSS Unit report that she created. UIA has a new director that implemented a policy for ethical behavior that requires background checks and fingerprinting. Anyone with any kind of misdemeanor or felony will be terminated, this has created some panic with longtime employees. In some cases, upon hire, these crimes were disclosed and now they are being brought to light again.
- B.** DVP Michelle Kusnier presented the Scientific and Engineering report prepared

by Howard Gordon. She reported that we have signed up 59 new members YTD. MSP Forensic Scientists signed an agreement that eliminated a provision that hindered members from earning overtime if they used annual leave in the same pay period. Director Michael Duell, longtime SEIU leader, is retiring. Director Duell thanked DVP Kusnier for the recognition and is really excited for the direction of the Union and the change in culture.

- C.** DVP Rod Jackson presented the Technical Unit report prepared by Kevin Karpinski. He reported that the technical unit is working on raises for technicians and a remedy for parking for transportation technicians. DVP Jackson also reported that they lost 6 members in Detroit this week to private contractors for a \$10/hour raise, including senior staff, contributing to the ongoing recruitment and retention issue.
- D.** DVP Leticia Trevino presented the Region 1 report prepared by Clint Bryant. Negotiations are finishing with the City of Saginaw and will be ratifying on 5/2/22, there is activity in both Saginaw Township Schools and Saginaw Public Schools due to management issues that can be read about in the report.
- E.** The Region 2 report prepared by Christine Stressman is in the board packet.
- F.** Director Jan Martin presented the Region 3 report prepared by Dominic Barbato. She reported that her unit did not have a labor management this month but will have another one next month.

VI. NEW BUSINESS:

- A.** President Combs reported that SEIU Healthcare Michigan was placed into Emergency Trusteeship on Wednesday, 4/27/2022. The details in the letter that lay out the reasons for they were trustee were many of the issues that we have fixed over the last three years, including financial controls, membership data checks and balances, and accounting practices. Director John Eck reminded that Healthcare MI has been in trouble previously and have a different staffing system, they do not have an Executive Director, and they were previously trustee in 2017. He also stated that if members ask about

this, we can say that trusteeship is labor working properly to better serve their members when a current union's board is not doing the job properly.

- B. DVP Rod Jackson requested that Directors John Eck and Jason Jackson attend the NASHTU conference from May 16-18, 2022, in Washington DC on behalf of the Technical Unit/SEIU 517M. He also talked about the conference.

VII. BOARD MEMBER COMMENTS:

- A. DVP's Rod Jackson and Leticia Trevino stated it was a productive meeting.
- B. Director John Eck and President Combs thanked Director Michael Duell for his years of service.

- VIII. ADJOURNMENT:** MOTION by DVP Rod Jackson to adjourn. SUPPORTED by Director Michael Duell. Meeting adjourned at 12:17 PM.