APRIL 20,2020 GENERAL MEMBERSHIP MEETING MINUTES

President Michael Chipman called the meeting to order at 7:20pm.

Present were: President Michael Chipman, VP Jerry Brittain, VP2 Josh Osienger, Secretary Carla Jorgens, Treasurer Candace Hanes, State Trustee David Leigh and Sgt. Of Arms Thomas Rutherford.

Minutes from the previous meeting were read by Secretary Carla Jorgens.

Treasurers report was read by Candace Hanes

Correspondence regarding NSP returning to 8 hour days. Member Laura Schluckebeir reported that many staff at NSP are split 50/50 on returning to 8 hour days. It was agreed that Labor Management meetings should be set up for those facilities still in a State of Emergency to address the want, and or need, to continue the alternative shifts.

Membership report was read by Secretary Carla Jorgens with 1066 members to date.

Reports on Committees was read by Jerry Brittain. Most committee activity is currently on hold due to the COVID 19 outbreak. Committees included are Membership, Bylaws, Bargaining, Fundraising and Social Events, and Safety.

OLD BUSINESS:

The C Unit Caseworker issue was reported on by Secretary Carla Jorgens. It appears that after corresponding with Warden Taggert Boyd that the removal of CW in C Unit is not going to happen at this time. Secretary Carla Jorgens reached out to Warden Boyd and recommended holding a Labor Management meeting if the restructure was to transpire. Despite the email sent out by Unit Manager Resendiz, Warden Boyd stated that there will be no change to staffing in C unit at this time.

NEW BUSINESS

The distribution of the PPE masks that the union was providing to staff members was discussed. It was decided that LRC was short on masks for their staff and many staff at the smaller NDCS facilities have their own personal masks. These masks will go to DHHS, NSP and TSCI and the Omaha Facilities first.

Hazardous duty pay was discussed. Since we have no comparable, i.e.: surrounding Correctional Agencies and Law Enforcement Agencies in and around Nebraska, that are requesting or receiving Hazardous Duty Pay, it was explained that if we requested it, and received it, it could be used as leverage to freeze or cut our wages in the upcoming bargaining session for our new contract. Also when the pandemic event is over the pay is removed and the Union would have gained nothing.

The election of the Executive Board and ratification of the proposed By-Laws was completed on April 17, 2020. The results are as follows:

By-Laws were ratified with a majority 81% of the voters voting to accept the new proposal.

Michael Chipman received a majority 92.4% of the votes for President, he ran uncontested.

Jerry Brittain received a majority 92,9% of the votes for Vice President, he ran uncontested.

Josh Osienger received a majority 70.55% of the votes for Vice President 2 with Robert Reed receiving 29.45%.

Carla Jorgens received a majority 93% of the votes for Secretary, she ran uncontested.

Candace Hanes received a majority 76.16% if the votes for Treasurer with Don Hardy and Rachel Anderson each receiving 12% of the votes.

Thomas Rutherford received a majority 93.75% of the votes for Sgt. Of Arms, he ran uncontested.

Institutional Trustees elected by their institution:

TSCI #1 Amy Wander, #2 OPEN

NSP #1 Lance Jiminez, #2 Matt Foster

LCC OPEN

DEC OPEN

LRC Tim Elario

OCC Doreen Knutson

OCC-Detail Resha Nunn

CCC-O Jessica George

CCC-L Lucas Sheridan

NCYF Timothy Walker

NCCW Jerry Sonnek

YRTC-Kearny Mike Reeves

YRTC-Lincoln OPEN

YRTC-Geneva

WEC OPEN

NRC Eric Derby

BSDC Kevin Uecker

HRC OPEN

President Michael Chipman discussed having a meeting with all institutional trustees to welcome them, and inform them of their duties as trusties and to encourage them to reach out to the E-Board if they need any assistance or guidance in doing so. Keeping the Membership informed on all aspects of the business that FOP 88 conducts is paramount, and the Trustee position is key to that being successful.

Employee yearly evaluations have been completed and there are discrepancies regarding the completion of Smart Goals. This has adversely effected several of our members receiving their step raise in July. Mistakes have been made and Central Office is fixing them. Documenting the completion of Smart Goals i.e.; blue cards, meetings, letters of commendation etc…is not only the responsibility of your supervisor. If you want credit for it, document it, photo copy it, save it somewhere. You may be the only one with proof that you have completed these goals. It effects your pay, job opportunities, and promotions. The fairness of the evaluations are an issue in regards to the 70%/30% split between Smart Goals and Supervisory evaluations. This , along with the culture of our leadership will be visited in the weeks and months to come.

President Michael Chipman made a motion to adjourn the meeting. It was 2nd by Josh Osienger. Meeting was adjourned at 8:30