

**Minutes of the National Executive Board
of the National Association of Government Employees
June 19-20, 2013
NAGE Headquarters & the Adams Inn
Quincy, Massachusetts**

JUNE 19, 2013

National President David J. Holway led a ceremony at NAGE headquarters to dedicate a new space—the building’s main second-floor foyer—to the Members Memorial. Dedications were also made for those members who had died in the line of duty in the past year: Springfield Police Officer Kevin E. Ambrose (IBPO Local 364), Atlanta Police Officer Richard J. Halford (IBPO Local 623), Atlanta Police Officer Shawn A. Smiley (IBPO Local 623), Atlanta Senior Police Officer Gail Thomas (IBPO Local 623), and Norfolk County Deputy Sheriff Ryan Tvelia (IBCO Local 295).

Members of the National Executive Board attended their respective division meetings—Federal Division, Public Safety Division, IAEP, and State/Local/Municipal Division—at NAGE headquarters.

Following the division meetings, members attended Subcommittee meetings—Budget/Audit, Organizing, Communications/Education, and Political Strategy.

Following the Subcommittee meetings, members attended two consecutive training sessions on effective contract negotiations presented by NAGE negotiators Kevin Preston and Dick Anderson.

JUNE 20, 2013

National President David J. Holway called the meeting to order at 9:30 a.m.

National Executive Board member Sean Maher led the Pledge of Allegiance.

National Executive Board member Chris Grey gave the invocation.

National President Holway asked for a moment of silence for the victims of the Boston Marathon bombing.

National Executive Board member Lee Blackmon read the NAGE Mission Statement.

National Executive Vice President/Secretary Theresa McGoldrick conducted roll call. Absent and excused was National Executive Board member Stephen Antonucci. (Antonucci joined the meeting mid-morning.)

After discussion of obtaining a mortgage from Liberty Bay Credit Union, National President Holway introduced the motion:

That the National President be authorized to proceed with the process of obtaining a mortgage from Liberty Bay Credit Union in an amount up to two million (\$2,000,000) dollars on the terms and conditions to be negotiated. The National President shall be further authorized to pledge Union assets to secure this mortgage and to execute any and all documents as reasonably necessary or required. This mortgage shall assist the National President in the performance of his duty to further the purposes and objectives of the organization and the interests of its members.

National Vice President John Mann made a motion to authorize the mortgage. National Vice President Margaret Thompson seconded the motion. The motion passed unanimously.

National President Holway nominated Antonio Reed to fill a vacancy on the National Executive Board, and introduced the motion:

That Antonio Reed having been nominated by the National President for a current vacancy on the National Executive Board be approved by a majority vote of the Executive Board to fill a current vacancy until the next election at the National Convention.

National Executive Board Member Bill Lavin made a motion to approve the nomination of Antonio Reed. National Vice President Milton Roe seconded the motion. The motion passed unanimously.

National President Holway announced the appointment of Luis Cardoso to serve as an Auditor.

President Holway then administered the oath of office to both Antonio Reed and Luis Cardoso.

National President referred members to the minutes of the December 2012 National Executive Board meeting.

National Vice President Scott Kreher made a motion to adopt the minutes. National Vice President Greg Sorozan seconded the motion. The motion passed unanimously.

General Counsel Richard L. Barry, Jr. provided a legal update. He reported that he had not been able to attend the December 2012 board meeting because he was in mediation regarding the Lowell bus case. The case settled at mediation with NAGE paying the amount of \$700,000 to the insurance company to resolve the case. The insurance

company was seeking a reimbursement of \$1,300,000. This is a savings to the union of \$600,000 plus attorney's fees and any additional interest had this case proceeded to trial. This was a great settlement, and this case, which had been pending for over 10 years, has now been dismissed.

He also provided an update on the NEMSA situation. NEMSA entered into a service and affiliation agreement with NAGE in April 2012. Torren Colcord, the former executive director of NEMSA, also entered into a contract with NAGE. NEMSA and Colcord violated the terms of the agreements, and after NEMSA, through Colcord, refused several attempts by NAGE to resolve the matter, NAGE terminated the agreements in April 2013. NEMSA's former attorney sued NEMSA for not paying him and NEMSA appears to be insolvent. NAGE has hired the Washington, D.C. law firm of Bredhoff and Kaiser to assist with litigation resulting from the NEMSA situation.

General Counsel Barry next provided an update on the Salem (Massachusetts) DOR case. A building landlord where NAGE members worked threatened to sue NAGE after NAGE, through its website, brought attention to the likelihood that the landlord's building was making workers sick. Upon the request of the landlord, NAGE removed the website posting, but the landlord continued his complaint. The matter was eventually resolved without litigation.

In *Alexandria Jones & Michael Patterson v. NAGE/SEIU Local 5000 & SEIU*, NAGE attempted to have the case dismissed, but the case is going forward. Discovery and depositions will go forward over the next few months.

Political Director Ray McGrath introduced guest speaker Massachusetts State Senator Dan Wolf who is expected to announce a run for governor.

As part of the NAGE Charities report, National Executive Board Member Bill Lavin gave a presentation on a playground-building project he was spearheading. The Sandy Ground Project intends to build 26 playgrounds, primarily on the East Coast, in memory of the 26 victims of the Newtown shootings.

NAGE Charities President Mary Sheehan and Treasurer John Mann presented Lavin with a check for \$10,000 to help fund the Sandy Ground Project. They also reported that NAGE Unit 1/MassDOT Unit A Local Executive Board had voted to contribute \$1,000 and challenged other boards to do the same.

National Executive Vice President McGoldrick provided an update on the Walmart workers who had spoken at the December 2012 National Executive Board meeting. The two women featured have become leaders in their movement. "Vanessa" was fired in apparent retaliation. "Lisa" went across the country with her raising awareness. They say they've been inspired by NAGE and were inspired by their attendance at the December 2012 board meeting.

National Executive Vice President Jim Farley gave the NAGE Housing, Inc. update. He reported that more than 98 percent of the units in the Baltimore project are rented.

Audit Chair Steven Douglas gave the auditors' report. He reported that the auditors continue to look at per capita accounts and local accounts and monitor every check that is issued by the National. Every check must have two signatures from among the National President and the two National Executive Vice Presidents. He also reported that the work of the National Treasurer continues to be audited on an annual basis and that locals continue to be audited at the auditors' request. As part of the report, National President Holway reminded members that no local can use a debit card without written permission from the National President.

Federal Director Gina Lightfoot Walker and Federal Communications Director Meghan Walsh presented the Federal Division report. They discussed the effects of furloughs on DOD members and the looming sequestration.

Staff member Jim Rucidlo and National Executive Board Member Lee Blackmon discussed an attempted raid on her local, Local R3-07. The attempted raid went to an election where the results were approximately 182-18 to stay with NAGE.

National Executive Vice President McGoldrick introduced Thomas Kochan, a professor from MIT Sloan School of Management whose expertise is labor relations. He is also the co-director of the Institute for Work and Employment Research. He presented "Building the Next Generation," advocating for a new public sector labor relations system. He also introduced a report he had co-authored about creating collaborative approaches in labor-management relations.

Massachusetts Public Safety Director David Bernard presented the public safety report. He reported that improvements were being made in the Massachusetts Trial Court, with 90-plus Associate Court Officers hired and the same number promoted to Court Officer positions. He also reported that more than 100 stewards attended a NAGE-sponsored Trial Court training seminar in May. He also reported that the position of director of Trial Court security was open and that the new commissioner had asked for union input during the hiring process.

IAEP/NAGE EMS Director Phil Petit introduced the IAEP/NAGE EMS report. He discussed the termination of the NEMSA agreements and reported that three of four NEMSA employees have come to work for NAGE. He reported that the division was working on nine active campaigns in California, Pennsylvania, Connecticut, Texas and Maine, with a potential for 2,264 new members.

He also reported that EMS shops in New Haven (CT) and Alameda County (CA) overwhelmingly support IAEP/NAGE EMS. AMR Riverside (CA) decertified from IAEP in 2008, but has indicated a desire to rejoin us.

Staff member Kevin Preston presented the State/Municipal/Local Division report. He discussed three significant arbitrations that had recently reached resolution. He also reported that NAGE will speak at an upcoming hearing on a Massachusetts OSHA bill.

National Executive Board members Ken Allen and Gina Pagnotta discussed an Atlanta campaign to support pay raises for police and city workers.

Scholarship Administrator Kevin Doyle chose 50 NAGE Scholarship winners in a lottery drawing.

NAGE Charities Treasurer John Mann drew names of six individuals—three staff and three members—who contribute regularly to NAGE Charities. Each of the six could designate a charity to receive a \$500 donation from the foundation. The names drawn were: Ralph Ezovski (staff), Milton Roe, Kevin Doyle (staff), Kate Smith, Joseph Gentile, and Paula Moura (staff).

Staff members Jim Redmond and Lisa Smith provided an update on Working Massachusetts and showed a video from a current campaign.

National President Holway introduced guest speaker Jim Braude of Boston regional cable channel NECN and WBUR-FM. He shared tips for getting media coverage of labor issues and events.

National Vice President Greg Sorozan and National Executive Board Member Jane Bethel presented an update on preventing bullying in the workplace. Sorozan reported that he would be testifying at a Massachusetts legislative hearing on a workplace bullying bill, which has a good chance of passing this year. He reported he would also be taking part in a national conference in July via Skype. Bethel said they've been less successful legislatively in Virginia, but they have lobbied to get a bill in play.

National President Holway introduced NAGE staff member Jim Rucidlo, who discussed his research into charter schools. He reported that research from Stanford University shows that 87 percent of charter school students in Boston do better than public school students.

National President Holway explained the difficulty of labor supporting charter schools in Massachusetts because charter schools aren't organized and money from public schools goes to charter schools. He also offered that charter schools present opportunities to students who need them, and he asked for further consideration of support for charter schools.

Communications Director Stephanie Zaiser opened the communications report with an update on plans for a new content-management-system driven website, with cleaner architecture and content more in keeping with what members use. She also demonstrated the IAEP's use of new technology with smartphones, such as text alerts and QR codes. Senior Communications Officer Lisa Smith presented a report on a campaign she helped spearhead to bring attention to the unsustainable caseloads of attorneys who work for the Massachusetts Department of Children and Families.

National President Holway presented the financial report. He referred board members to copies of the national union's bank account statements as of June 17, 2013. He reminded members that the Worcester regional office building had been sold. He announced that the union's net worth had increased by \$877,000 in the last eight months. He also reported that the union had paid off more than half our outstanding mortgage on the NAGE headquarters building and that he expected the union to be mortgage-free by the 2014 National Convention.

National President Holway also reported that the union's monthly obligation for NAGE-retiree pensions would be increasing and that the Quincy School Department would not be renewing its lease in the NAGE headquarters building because it expected its own building to be completed. He also reported that he had created an early separation plan for eligible NAGE employees and that six employees had opted into the plan.

National President Holway announced that the next National Executive Board meeting would take place December 3-5 in Orlando, Florida.

Hearing no new business, National President Holway called for a motion to adjourn.

National Vice President Mann made a motion to adjourn the meeting.

National Vice President Claudia Moore seconded the motion.

The motion passed unanimously.

The meeting adjourned at 4:31 p.m.