



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

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**APPROVED 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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1                                   **QUARTERLY BUSINESS SESSION FOR THE**  
2                                   **ASEA/AFSCME LOCAL 52 EXECUTIVE BOARD**  
3                                   **DECEMBER 12, 2025**  
4                                   **ANCHORAGE, AK /via Zoom**

5  
6   **December 12, 2025**

7  
8   **CALL TO ORDER AND ROLL CALL (8:37 AM)**

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

13  
14   Present were:

15   Charles Stewart, President  
16   Lawrence Camp, Secretary  
17   Jodi Andres, Treasurer  
18   Douglas Grzybowski, Professional Representative  
19   Mary Grzybowski, Clerical/Technical Representative  
20   Warren Waters, Class Representative  
21   Michael LaDouceur, Northern Representative  
22   Randall Sutak, Southeast Representative  
23   Jody Morris, Rural Representative  
24   Robert Williams, Municipal Representative  
25   Heidi Drygas, ASEA Executive Director  
26   Maryann Ganacias, ASEA Assistant Executive Director

27  
28   Also Present:

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

33  
34   Absence Excused:

35   Ed Smyers, Central Representative

36  
37   Vacant:

38   Bush Representative

39  
40   **AGENDA**

41  
42   **Main Motion 26-014 (Adopt Agenda)**

43   Moved by Douglas Grzybowski, seconded by Mary Grzybowski.  
44   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.

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

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

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

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

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

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

September 2, 2025, Executive Board Meeting Minutes

Executive Director's – excluding BA reports

Executive Director's Contract

Secretary's Report

President Report (excluding committee appointments)

**EXECUTIVE DIRECTOR'S REPORT – FINANCIAL**

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

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

Moved by Jodi Andres, seconded by Douglas Grzybowski.

To approve the financial audit report.

Main Motion 26-015 passed without objection.

**EXECUTIVE DIRECTOR'S REPORT – FINANCIAL (continued)**

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

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

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

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

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

**EXECUTIVE DIRECTOR'S REPORT – FINANCIAL (continued)**

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

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

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

4  
5 *The Board took an at ease at 10:50 a.m. – 11:07 a.m.*

**6 EXECUTIVE DIRECTOR'S REPORT – FINANCIAL (continued)****7 Main Motion 26-016 (Executive Director's Report)**

8  
9 Move by Jodi Andres, seconded by Mary Grzybowski.

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

11  
12 Main Motion 26-012 passed without objection.

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

14 Moved by Warren Waters, seconded by Douglas Grzybowski.

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

16  
17 Main Motion 26-017 passed without objection.

**18 EXECUTIVE DIRECTOR'S REPORT****19 TIME CERTAIN (12:00 NOON) – MEMBER COMMENTS****20 COMMITTEE REPORTS**

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

23  
24 *The Board took a recess at 12:30 p.m. – 1:00 p.m.*

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

27 Moved by Jodi Andres, seconded by Mary Grzybowski.

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

29  
30 Main Motion 26-018 passed without objection.

31  
32 *The Board went into executive session at 1:18 p.m. – 1:38 p.m.*

1 **Main Motion 26-019 (Policies and Procedures)**

2 Moved by Jodi Andres, seconded by Warren Waters.

3 To accept Policies and Procedures as presented.

4 **Amendment 26-019A (Policies and Procedures)**

5 Moved by Jodi Andres, seconded by Michael LaDouceur.

6 To remove “or emergency support” on 18.00.040 A.

7 Amendment 26-019A passed without objection.

8 Main Motion 26-019 passed as amended without objection.

9

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

11 Moved by Jodi Andres, seconded by Douglas Grzybowski.

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

13 Main Motion 26-020 passed without objection.

14

15 **NEW BUSINESS**

16

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

18 Moved by Douglas Grzybowski, seconded by Mary Grzybowski.

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

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

24 Main Motion 26-021 passed without objection.

25

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

27 Moved Jodi Andres, seconded by Mary Grzybowski.

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

29 Main Motion 26-021 passed without objection.

30

31 **Main Motion 26-023 (Member Activism)**

32 Moved by Jody Morris, seconded by Lawrence Camp.

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

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

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

38 Moved by Jodi Andres, seconded by Douglas Grzybowski.

39 To strike Chapter President and add Leadership.

40 Amendment 26-023A passed without objection.

41 Main Motion 26-023 passed amended without objection.

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

2

3 **Main Motion 26-024 (Standing Steward Committee)**

4 Moved by Douglas Grzybowski, seconded by Jodi Andres.

5 To set up a standing stewards committee.

6 Main Motion 26-024 passed without objection.

7

8 **Main Motion 26-025 (Steward Participation)**

9 Moved by Douglas Grzybowski, seconded by Warren Waters.

10 To accept the Steward Participation goal as presented below:

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

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

15 Moved by Douglas Grzybowski, seconded by Warren.

16 To change the implementation date to December 2026.

17 Amendment 26-026A passed without objection.

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

19

20 **Main Motion 26-027 (Membership Growth Goal)**

21 Moved by Warren Waters, seconded by Jodi Andres.

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

23 **Amendment 26-027A (Membership Growth Goal)**

24 Moved by Warren Waters, seconded by Douglas Grzybowski.

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

27 Amendment 26-027A passed without objection.

28 Main Motion 26-027 passed as amended without objection.

29

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

31 Moved by Jodi Andres, seconded by Mary Grzybowski.

32 To go into executive session to discuss organizing.

33 Main Motion 26-028 passed without objection.

34

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

36

37 **SECRETARY’S REPORT**

38

39 **PRESIDENT’S REPORT**

1 **CALENDAR OF EVENTS**

2  
3 **Main Motion 26-029 (May 2026 Board Meeting)**

4 Moved by Jody Morris, seconded by Warren Waters.

5 To hold the May meeting on the 5<sup>th</sup> and 6<sup>th</sup> in Kodiak.

6 Main Motion 26-029 passed without objection.

7 **Main Motion 26-030 (September 2026 Board Meeting)**

8 Moved by Warren Waters, seconded by Michael LaDouceur.

9 To hold the September meeting on the 8<sup>th</sup> in Fairbanks.

10 Main Motion 26-030 passed without objection.

11  
12 **Main Motion 26-031 (December 2026 Board Meeting)**

13 Moved by Jodi Andres, seconded by Douglas Grzybowski.

14 To hold the December meeting in person on the 9<sup>th</sup> and 10<sup>th</sup> in Anchorage.

15 Main Motion 26-031 passed without objection.

16  
17 **GOOD OF THE ORDER**

18  
19 **Main motion 26-032 (Adjournment)**

20 Moved by Warren Waters, seconded by Michael LaDouceur.

21 To adjourn.

22 Main Motion 26-032 passed without objection.

23 Whereupon the Quarterly Business Session of the ASEA/AFSCME Local 52 Executive Board  
24 adjourned at 5:09 P.M.

25  
26  
27 LC/sd