

FEDERATION OF INDIAN SERVICE EMPLOYEES
BOARD MEETING

October 5, 2023

1. Call to order at 10:06 am MT

2. Roll Call:

Sue Parton-present

Jim Gertner-present

David Campbell-present

Christina Bennett-present

Jason Lewis-present

Jackie Spencer-present at approximately 10:08am

3. President's Report:

Sue Parton reported that this past month has been very busy. This included working with Employee Labor Relations and American Federation of Teachers on the possibility of having a federal government shutdown this past Saturday. This also included trying to get information from HR/ELR of a list of all agencies' Bargaining Unit Employee essential positions and what was going to happen if the shutdown were to take place.

Sue Parton reported that Christina Bennett had brought up an issue involving a Reduction in Force, RIF, at one of Ms. Benett's assigned worksites. The information included in the RIF notification seemed incomplete and lacked specific information about the RIF.

Sue Parton reported that some BIA HR Staff do not have a mobile cell phone assigned to them. This can make it difficult to contact them, especially if time is of the essence and the union needs to talk with the HR/ELR Specialist for a specific worksite. It was reported that it may be a budget issue as to why some HR staff may not have a phone. It is doubtful though that management would be ok with any union representatives on full-time release not having a phone so that they could be contacted whenever needed.

In two weeks, the National Indian Education Association will be meeting in Albuquerque, NM. AFT is looking at forming a task force and Sue Parton will be speaking at this event. During the week of November 15-18, the AFT public employee conference will be held in Maryland with Sue Parton attending.

4. Secretary/Treasurer’s Report:

LAST YEAR		Jul '22 - Jun 23	NEW FISCAL YEAR		Jul '23 - Jun 24
Income			Income		
	4000-00 · DUES REVENUES	540,000.00		4000-00 · DUES REVENUES	636,000.00
	4100-00 · OTHER REVENUES	1,896.00		4100-00 · OTHER REVENUES	2,400.00
Total Income		541,896.00	Total Income		638,400.00
Expense			Expense		
	5000-00 · SALARIES	70,040.00		5000-00 · SALARIES	82,900.00
	5100-00 · PAYROLL TAXES	6,082.52		5100-00 · PAYROLL TAXES	6,039.08
	5200-00 · EMPLOYEE BENEFITS	23,376.00		5200-00 · EMPLOYEE BENEFITS	27,277.08
	5300-00 · EMPLOYEE TRAVEL	600.00		5300-00 · EMPLOYEE TRAVEL	0.00
	5400-00 · BOARD & MEMBER TRAVEL & EXP	0.00		5400-00 · BOARD & MEMBER TRAVEL & EXP	0.00
	5500-00 · ADMINISTRATIVE EXPENSES	75,189.02		5500-00 · ADMINISTRATIVE EXPENSES	114,264.00
	5700-00 · PROFESSIONAL & OUTSIDE SERVICES	262,164.00		5700-00 · PROFESSIONAL & OUTSIDE SERVICES	262,800.00
	5800-00 · ORGANIZING & MEMBER SERVICES	0.00		5800-00 · ORGANIZING & MEMBER SERVICES	0.00
	5900-00 · CONVENTIONS,MEETINGS,TRAINING	0.00		5900-00 · CONVENTIONS,MEETINGS,TRAINING	0.00
	6000-00 · PAYMENTS TO AFFILIATES	77,760.00		6000-00 · PAYMENTS TO AFFILIATES	121,488.00
Total Expense		515,211.54	Total Expense		614,768.16
Net Income		26,684.46	Net Income		23,631.84

The proposed budget for July 2023 - June 2024 was submitted for discussion by the Board. After discussing the proposed budget, a motion was made to approve the proposed budget by Jim Gertner. David Campbell seconded the motion. The motion was voted on and was approved by a unanimous vote.

5. Committee Reports:

- a. Legal: Attorney-Client privileged matters were discussed.

6. Old Business:

- a. Wall-to-Wall Coverage: David Campbell reported that he still gets calls on this but doesn’t have data on BUS codes of 7777. Jackie Spencer will provide David Campbell with a list of worksites and 7777 employees. The Board needs to determine whether it is feasible to try and have BIA, BTFA, AS-IA employees who currently are not bargaining unit employees become covered by FISE. Jason Lewis reminded the Board that AFT has offered to do the leg work of going out and checking with worksites, and finding out how many potential BUE would be interested in joining the union if they were eligible to do so. The board would need to know how many worksites this involves, how many employees would become bargaining units, and how many of these potential new bargaining units would join the union.

7. New Business:

- a. AFT Grant Subcommittee: David Campbell reported that he has not checked on this yet but will revisit what the grant says. Jackie Spencer stated that when the grant was awarded, it was supposed to be put into a separate account and be treated as a

- separate account from the union. The grant paperwork was emailed by Jackie Spencer to the Board later in the meeting.
- b. Current FISE Building Lease has Expired: Jason Lewis discussed the need for a new lease. FISE owns the building and every month FISE pays into the union building fund which is used for expenses and upkeep of the FISE building. A motion was made to renew the current terms and conditions of the lease. The motion was seconded. The motion was unanimously passed.
 - c. The Board discussed ordering new giveaways, such as lanyards, pens, T-shirts, etc. The Board discussed updating the types of giveaways we may want to order, such as items that can be used with phones and other electronics. Board members should contact Jackie Spencer if they have ideas of what might be ordered.
 - d. Quarterly Board Meetings: The Board will meet quarterly. There will be one in-person meeting per year.
 - e. Sue Parton reported that she had discussed with Jason Lewis and Jackie Spencer setting up new accounts in different banks because we are currently over the FDIC insured amount of coverage, which was reported in the audit. It would be safer to move the FISE account into additional accounts at different banks to be properly FDIC insured. The overtime payment settlement account is almost depleted, and is already set up, so that account could be used as one of these accounts.
 - f. Check signatures: Currently all checks are signed by two people, President Sue Parton, and Legal Advisor Jason Lewis, who are both located in Albuquerque, NM, along with the FISE office and Office Manager Jackie Spencer. It was suggested by Jim Gertner that the Secretary/Treasurer also be added as a signatory. Jackie Spencer pointed out that it can cost as much as \$90 to FedEx a check overnight one-way, so it would be expensive to mail checks out for a signature on a regular basis for a signature. It was discussed having the secretary/treasurer be designated as a signatory, so that they are available to sign off on checks if either Sue Parton or Jason Lewis were unavailable to do so. A motion was made to continue having Sue Parton and Jason Lewis as co-signatory on checks, and it will be investigated as to what it would take to add the secretary/treasurer as a co-signatory. The motion was seconded. The motion was passed unanimously.
 - g. A travel log was sent to the Board earlier. A goal should be to try and visit sites once a year. If a site has less than 10 members then the representative should do a cost comparison to see if it would be worth visiting the site, and seeing if there are potential members that will join the union prior to a trip, so that it would make it feasible for a site visit.
 - h. Secretary/Treasurer Jim Gertner discussed the financial audit report from Findell & Company and the 990-tax form with the Board, which the Board had been provided weeks earlier for their review. The Board did not express any concerns or questions after having reviewed the audit report and the 990-tax form.

8. Open Forum:
 - a. David Campbell expressed concern about BIE notices not complying with the 21-day prior notification requirement in the CBA. It was suggested to Mr. Campbell that he may want to try applying the provisions of Article 25 of the CBA and utilizing the grievance process. Mr. Campbell stated that he had numerous notifications from BIE not complying with the CBA. Jim Gertner asked if he had filed grievances over any of these cases. David Campbell acknowledged that he had not filed any grievances but will begin to do so.
9. Next Board Meeting in January: Sue Parton will let the Board know the exact date and time of when the next Board meeting will be held, which will be in January.
10. Adjournment: A motion was made to adjourn. The motion was seconded. The motion was passed unanimously. Meeting ended at 12:21pm MT.