

VSEA Council Meeting

September 6, 2024

Hybrid Meeting – Capitol Plaza, Montpelier and on Zoom



Call to Order

First Vice President Margaret Crowley, as Chair of the Council, called the meeting to order at 8:35 a.m.

Timekeeper: Lexi Nejman

Ballot Counters: Maureen O'Day, Bruce King

Parliamentarian: Terry Macaig

Clerk: Ellen Hinman

Orders of the Day

Akwesasne Thanksgiving Address (abridged)

By Chair Crowley

Pledge of Allegiance

House Keeping Notes

Approval of June 13, 2024, Council Meeting Minutes

MOTION to approve the June 13, 2024, Council Meeting Minutes made by Bee Hesselbach and seconded by Bruce King.

Discussion: none

MOTION carried unanimously on voice vote.

Approval of July 18, 2024, Special Council Meeting minutes

MOTION to approve the July 18, 2024, Special Council Meeting Minutes made by Maureen O'Day and seconded by Bee Hesselbach.

Discussion: none

MOTION carried unanimously on voice vote.

Swearing in of new Council Members

by Chair Crowley

Review of Robert's Rules of Order

By Chair Crowley

Approval of the September 6, 2024, VSEA Council Meeting Agenda

MOTION made to approve the agenda for the September 6, 2024, VSEA Council Meeting made by Lexi Nejman and seconded by Chris Rossey.

Discussion: none

MOTION carried unanimously on voice vote.

Administrative Reports

President's Report

By VSEA President Aimee Bertrand

- Update on Board of Trustees. Meetings are held via ZOOM and the member forum begins at 11:30. Always struggles to maintain the full Board of 18 members. Currently the District 6 seat is open.
- Shoutout to staff and members who organized Council and Annual meetings this year – Communications Committee, Legislative Committee, Special Events Committee, Bylaws Committee, and VSEA Staff.
- Celebrating 80 years as an independent public sector union. President Bertrand explained what that means to us. Rare to be an independent union. President Bertrand urged members to communicate with other members and retirees on our history.
- Recognized Gary Hoadley for his 30 years of service to VSEA. Recognized Gretchen Naylor and Doug Gibson for 10 years of service.

Executive Director's Report

By Executive Director Steve Howard

- Acknowledged a loss in Corrections – VSEA was notified that Markus Dixon, a CO1 at the Women's Correctional Facility, was recently murdered. CO Dixon has been with Corrections for about a year. Thoughts with his family.
- Thanked Gary Hoadley for his years of service.
- Presented new additions to the VSEA team:
 - Sarah Sciortino hired as VSEA's social media coordinator. Sarah will be going to worksites and chapter meetings, doing videos on what is going on in worksites and why members are proud to be part of VSEA, and failures of management to address member concerns.
 - Tyler Fass hired as an Organizer and has been visiting worksites.
- Thanked all VSEA staff for their work.
- Membership Challenges.
 - Membership is currently at 6051 members, a slight decline from two pay periods ago. Urge new hires to join VSEA, work with Organizers to get a list of nonmembers at worksites. Exec Director Howard would like to reach 6100 members.
- Major fights.
 - Members at DCF (the Department of Children and Families) still at risk, there is still no place for high-risk youth, we need to force management to do their job and provide a safe work environment for DCF workers and a safe space to house high-risk youth. Management has failed DCF
 - Members at DOC (Department of Corrections) are being failed by management with the 2-2-3 plan that is in place. DOC Commissioner pretends this plan is working, even though evidence does not show that. David Oppenheimer is working with DOC members on an open memo to the DOC Commissioner regarding the effects of this system on their lives and families. We need to demand that the Governor and the DOC Commissioner come up with a plan and do their job.

- Hartford State Office Building. There was a recent issue with a person sitting outside the office, with an AR15. Management was informed; staff were told not to worry about it. This issue of Safety and Security was taken straight to the Governor. We will be demanding he address the safety and security concerns of all employees in all state office buildings.
- Costello Courthouse and Barre Courthouse. VSEA is working with members on parking. Parking spaces were taken away from staff and members are asked to walk through crowds of people to get to work. The Judicial process is being held up due to lack of parking. There is a massive backlog in the court system, and this is compounding it. VSEA is demanding the Commissioner of BGS come to the table with some answers and a plan to address this.
- Legislative Endorsements
 - The Legislative Committee, BOT (Board of Trustees), and Legislative staff have compiled endorsements for the upcoming elections. Politicians start asking for VSEA endorsement early; this is important to them and our endorsement matters. The list of endorsements identifies the politicians that are our friends in Legislature.
 - VPAC (Vermont Political Action Committee). VPAC is short \$55,000 in funds to help elect politicians that will be our friends in Legislature. Exec Director Howard urged members to join VPAC.
 - Exec Director Howard urged members to support VSEA friendly candidates – give an hour of time to make calls, put signs on your lawn, make posts on social media. Contact Tom Abdelnour on ways to help.
 - VSEA is building a network of political captains all over the state to inform members what is happening in the State House, when politicians may be at a Chapter meeting, and when there will be opportunities to inform and educate new members on the Legislature.
- Field Department
 - There have been 89 investigations, 55 Loudermills, and 17 grievances. There are 22 cases before the Labor Relations Board now. Maybe half are waiting a decision. Some cases go back to 2022. We have had several wins. The Vermont Labor Relations Board is not functioning; we are going to them, but they are not functioning. Members are waiting for decisions.
- Questions/Discussion:
 - Bruce King asked about the wins and how would that affect others. Al Gordon O'Connell spoke to this.
 - DFR's claim against VSEA regarding the Contracts
 - DOC case won a few weeks ago. Different units were collapsed during COVID and combined. There are policies in place to prevent that and VSEA challenged that.
 - DOC wrongful termination case won, and the member reinstated. The State is arguing about the amount of back pay now and that is being addressed in front of the Vermont Labor Relations Board.
 - Carl Davis heard at a recent training that HR reported 1500 current DOC employees. Carl said there are 950 employees and asked if DOC is losing positions or if the difference in numbers is due to vacancies. Exec Director Howard said the Administration will not use the position pilot program that allowed Commissioners to

hire staff based on appropriations. The Administration uses a position pool. The positions that Carl asked about will remain with the DOC for a certain amount of time (maybe 6 months), then they are put into the pool to be available across state government. Exec Director Howard not sure if that is being done now as he heard there were no positions in the pool.

Chair Crowley asked if members wished to take a bio-break early or do a partial presentation of the Legislative Updates since we are ahead of schedule.

MOTION to take a 15-minute bio-break at 9:33 made by Bruce King and seconded by Chris Rossey.

MOTION carried unanimously by voice vote. Break began at 9:33 a.m.
Meeting called back to order at 9:53 a.m.

Legislative Committee Update

By Legislative Committee Chair Leona Watt and VSEA Legislative Department Staff Member Tom Abdelnour

Chair Watt thanked the VSEA Legislative Department Staff and the Legislative Committee members for their work.

2025 VSEA Legislative Priorities

- Protecting and Enhancing Retirement Security
- Securing a Budget that Maintains Vital Public Services
- Preventing the Privatization of State Services
- Enhancing Employee Health, Safety and Security
- Achieving Fair Treatment for Temporary Employees
- Defending Collective Bargaining Rights
- Protecting Health Care
- Ensuring a Robust and Properly Funded VT State College System
- Collaborating on Solidarity Issues Including Child Care, Housing, and Family Leave

The BOT approved these priorities at their meeting yesterday. Council now may uphold the BOT decision or express other opinions. Any changes must be approved by a 2/3 majority. Items may be removed but not added.

MOTION to approve the 2025 VSEA Legislative Priorities as Presented made by Bee Hesselbach and seconded by Molly Dalton.

Discussion:

- Bruce King thanked the Legislative Committee and Legislative Department Staff for their work and expressed support for some of the priorities presented, particularly capital funds for DOC facilities and increasing property tax exemptions for Vermont Veterans. Bruce asked about the staff defined benefit plan and the Burlington Firefighters Decision.
 - Tom Abdelnour thanked Bruce for his input on priorities. VSEA Staff defined benefit plans are a solidarity issue. It has been a priority for a few years with idea to protect benefit plans for all, including VSEA staff. This would require a change in the law, so

it is a Legislative priority. Not sure which retirement system the VSEA staff would be put into if the law is changed. There are about 20 staff members trying to get the same type of benefit as State Employees. The Burlington Firefighters Decision, or California Principle, is to make it explicit in Vermont law that once someone is vested in a retirement system, it should have the same force as a contract. It has always been a handshake agreement that retirement benefits would be available, and VSEA wants that to be the same strength as a law.

- Corbett Sionainn asked about the Montana Law.
 - Tom Abdelnour explained that in Montana, state employees and teachers have set up a reference type benefit. Health care services can be charged at any price they wish. A handful of hospitals across the state are charging a lot more than others. We want to make it consistent. This could save \$50 to \$100 million dollars by going forward with the Montana System. VSEA is working with the NEA (National Education Association) on a study to show these savings.
- Chair Crowley asked for an overview of Proposition 3
 - Proposition 3 is an amendment to Vermont's constitution that would guarantee in the constitution the right to collective bargaining. Last year it went over the first hurdle. It is now a multiyear process, so it must be passed again in some chambers of the House. If we are successful, it would eventually go on the ballot for all Vermonters to vote on. VSEA wants this to be a guarantee in the constitution and not just a handshake agreement.

MOTION carried unanimously by voice vote.

Candidate Endorsements for November General Elections

Chair Watt presented the 2025 Candidate Endorsements.

Chair Crowley mentioned the BOT approved the slate of endorsements. It is Council's job to review and decide whether to move forward with the list. Council can add names but cannot remove names.

MOTION that Council approve the slate of endorsed candidates as presented made by Terry Lefebvre and seconded by Dylan Frazer.

Questions/Comments:

- Nick Merrill asked how the list of names was developed. Representative Mary Morrison had that water incident; do we want to be associated with her.
 - Chair Watt said there was discussion on this issue in one of the Committee meetings. The Committee took a vote, and the vote was to include her. She has been a great supporter of VSEA in the past.
 - Aimee Bertrand added that Representative Morrison is a Republican and has been in Legislature many years, she is a member of House Corrections and Institutions Committee, and she attends all VSEA Legislative dinners. She has been an ally for VSEA. The Legislative Committee felt Representative Morrison earned our endorsement.

VOTE taken on the motion, by voice. Vote split; ballot vote taken.

Yes: 52 (32 in room, 20 on Zoom)

No: 8 (5 in room, 3 on Zoom)

MOTION carried.

Future Events

Tom Abdelnour mentioned the BOT voted to sponsor a training by Merge VT that trains women and non-binary folks interested in running for office in Vermont. The training is this Sunday at 11:00 a.m. at VSEA headquarters. Reach out to Tom if interested in attending.

Treasurer's Report

By Treasurer Eric Davis

Chair Crowley reminded that this is simply a presentation of this year's budget and next year's budget will be presented at Annual Meeting tomorrow.

Treasurer Davis presented where the 2024 budget stands at the end of July. FY2024 has been a year of rebuilding some financial strength.

Balance Sheet

Assets:

- General Operating Account – Income goes in there (dues) and Expenses come out of that account. Stable at end of FY2023 but not a lot of available funds \$30,000 +/- . Ended June 2024 with about \$140,841. Good rebound from the beginning of the year.
- Trust Accounts – These accounts reflect our investments and collect interest; income does not go in here.
- Prepaid Expenses – Had a slight increase.

Liabilities:

- Accounts Payable amount increased.
- Supplemental Insurance Expenses increased.
- PAC Liability increased.

Equity:

- Total Equity increased about \$55,000 overall.

Questions/Discussion:

- Carl Davis asked about Line 50 Building Improvements in Assets.
 - Eric said this goes through a process of depreciation over time. Look at Line 49 and 50 together, deduct depreciation, to get an approximate value of land and building.

Budget

Membership has been tracked monthly since 2022 budget. We started at 6030 members at the beginning of the year, there were increases through February, membership stayed the same around 6090 members for a few months, but there has been a decrease over the last few months. Membership was 6060 as of 9/3/2024. This should be reviewed closely over the next few months.

Income:

Dues make up the largest portion of our income. Last year's budget included a buffer, so income has been level. \$2.9 million in income received as of 9/3/2024, and we have moved in a positive direction throughout the year.

Expenses:

The largest expense area is Salary and Wages. VSEA is fully staffed now so this expense is leveling off.

The second largest expense area is Staff Fringe Benefits. A little less than budgeted has been spent to date, which tracks with the Salary and Wages line.

Some items have gone over budget a bit - Staff Travel and Training, Postage, Operations, Advertising, Building Expense, Bargaining Expense, Insurance Expense. Some items are under budget – Legal, Communications, BOT and Council Expenses, Committee Expense, Member Expenses. Miscellaneous Expense looks a lot under budget. In this budget there is a line item to transfer \$53,750 into savings. This has not yet been transferred; half to 2/3 of this amount should be transferred later this year. That savings will probably not show at end of the year budget.

Net increases shown included our unrealized gains and losses. This is hard to budget for due to market fluctuations. This year is the first year we have been in the black in this category since Treasurer Davis has been on board.

Discussion/Questions:

- Bruce King asked about the 4.44% childcare contribution for VSEA Staff and if that impacts this year's budget or next year's budget.
 - Line item 37 is where the expense is in the budget. July was the first month of expenses relating to that. This was not planned for when the FY2024 budget was set. There will be three months affected in this budget, about \$550 a month. It is included in next year's budget.

Communications Corner

Celebrating 80 years of VSEA

Chair Crowley conducted an "interview" with Terry Macaig.

- Terry started work for the Department of Health Lab on October 29, 1962, joined the Burlington Chapter of VSEA, attended a Chapter Meeting at the Health Department, was elected to Council in March, attended Council Meeting in June (which was held at night as there was no release time available), and attended Annual Meetings that year. This is Terry's 61st Annual Council Meeting.
- When you signed up, did you already know and understand the power of organized labor or where you green?
 - Terry knew nothing about organized labor at that time he joined VSEA. At that time, benefits and pay were set by the Legislature and no bargaining was done. There were two staff members at VSEA. There was no maternity leave, members would have to resign if they had no leave time and perhaps could be rehired, but no prior service would be recognized. There was no time and a half for overtime. In 1970, the Collective Bargaining Bill was passed. There were not many labor organizations in the State then. Under that bill, wages and benefits could not be

bargained; later that year another bill was passed that included bargaining for wages and benefits. VSEA staff increased.

- Which roles within the VSEA have you held, and which one did you enjoy most?
 - Terry's first role in VSEA was Council member. Terry ran for a seat on the Board of Trustees in 1970 and in 1971 and 1972 ran for VSEA Vice President. Terry ran for VSEA President in 1973; that was a three-way contest and Terry won by just one vote. In 1980 Terry ran for a seat on the Retirement Board and won by one vote. Terry served on the Retirement Board for 20 years with the last 10 years as Chair of the Board. After Terry retired, he was hired at VSEA as the Executive Assistant to the Director and was a lobbyist as well. Terry enjoyed his time on the Retirement Board the most.
- Looking back, what do you see as VSEA's relevance in organized labor in Vermont for all working Vermonters both private and public?
 - Over the years, VSEA has tried to work with other labor organizations. In the last 10+ years, VSEA has been working with the Working Vermont Group and the Workers Caucus (which has disbanded) in the Legislature. VSEA has gone from working independently to working as part of a larger group and continually working to educate the public about what State employees do. The VPAC was organized to help VSEA influence Legislators.
- Some members of expressed their desire to participate as parliamentarian along with Dave Clark and yourself. What do you recommend members do to prepare to be a parliamentarian - trainings, references, an idea of stepping into this role?
 - Being the Parliamentarian requires not having a vested interest in what is going on. There can only be one parliamentarian in the room. A commonsense grasp of Robert's Rules is necessary and reading the book on Robert's Rules of Engagement is a good start. Training would be required. Some things that may be helpful – there is a one-page chart that deals with most situations that would come up; have someone help you with parliamentary law, talk to people who have had parliamentary experience (Terry or Dave). Terry's time as Parliamentarian is coming to an end.

Questions/Comments/Discussion

- Tom Abdelnour asked what are the keys to making VSEA work the best and what are keys to keep VSEA firing on all cylinders?
 - Meetings like this are essential as is meeting your local Legislators, fellow Council members, and employees not members. Make sure you know what is going on in Legislature and how that might affect you and others.
- Chair Crowley asked what skills helped in the State House to be an effective lawmaker?
 - Terry had to hit the ground running when he went to Legislature. Knowing Legislators by name is key as you work closely with them. Knowing who to contact when you got there is important. A knowledge of who would listen to him in Legislature, both as a person of interest and a Legislator that had certain groups in mind, was important. Also looking at the broad picture of what else was going on in the Statehouse is important – funding the Pay Act on an annual basis and the retirement system for example.

- Bob Hooper pointed out when the Retirees Chapter was reactivated, Terry was there. That was 20 years ago. Remember when you retire, this is still your Union, and we are still Union members. Service is still appreciated and desired.

Chair Crowley will speak to the BOT on training for parliamentary work and becoming a parliamentarian.

Lunch Break; meeting to resume at 1:00 p.m.

Chair Crowley called the meeting back to order at 1:02 p.m.

Chair Crowley mentioned the events taking place following the meeting at VSEA Headquarters and thanked the Special Events Committee for all their work on this.

History and Current Challenges of the LGBTQ+ Community within the Labor Movement – Looking Back and Looking Forward

Presentation By Attorney Al Gordon O'Connell

The legal team – Al Gordon O'Connell, Patrick Bryant, Catherine Terrell, and Alex Robertson - has been outside counsel to VSEA since 2012, serving as General Counsel since September 2023, and has argued many cases before the Vermont Labor Relations Board and before the Supreme Court.

Discussion of the use of pronouns in an email signature. <https://pronouns.org/what-and-why> if you are curious about using pronouns.

2SLGBTQIA+ - what does this mean?

- 2S – Two Spirit, connects the concepts of sexuality, gender, or spirituality in indigenous communities
- L-G-B – Lesbian, Gay, Bisexual, sexual orientations defining gender-based romantic or sexual attraction
- T – Transgender, term defining someone who does not identify with their gender assigned at birth (opposite = cisgender, you identify with the gender you were born with)
- Q – Queer, adopted by some to describe the fluidity of identify within sexuality and/or gender
- I – Intersex, someone whose sex assignment at birth does not match expectations about their biology
- A – Asexual, someone who has a lack of sexual attraction or lack of desire to engage in sex – separate from romantic relationships
- + - For others not yet identified

The Gay Civil Rights Movement started with Women's Civil Rights Movement and with the Black Civil Rights Movement.

- Pauline Newman, early struggle for the rights of working women, hired as the first female union representative.
- Bayard Rustin, confluence of the labor movement and the civil rights movement.

- The Stonewall riots in June 1969. The Stonewall Inn was a club, run by the Mafia.
- Equality Act of 1974. Bella Abzug proposed a bill in Congress - the Equality Act of 1974, That outlawed discrimination of public accommodation.
- Joni Christian, Labor's nascent support for the Trans community, in 1975 had gender confirmation surgery. She was harassed at work at a GM plant after the surgery and she sued; the United Autoworkers Union represented her.
- Harvey Milk, the intersection between politics and gay workers' rights.
- The Coors Boycott of 1966, started in Colorado by Hispanic workers. Harvey Milk organized a nationwide boycott of Coors.
- Irene Soloway, women "infiltrating" the province of men, active in 1979. Irene was a carpenter and joined the Carpenters' Union.
- The 1980s AIDS backlash. This set the movement back with the deaths of a generation of gay men.
- 1991 – Et tu Cracker Barrel? Adopted an anti-gay policy in 1991, and employees were dismissed for being gay.
- 1994 – the convergence of employment and gay civil rights with the proposal of the Employment Non-Discrimination Act (ENDA). The Act has never passed, even though it has been brought forward for many years.
- Pride at Work, 1994, 1997. AFL-CIO finally recognized this group. Their first victory was against Big Auto in Detroit (Chrysler). Following that, the UAW added discrimination protection to their collective bargaining agreements. The AFL-CIO finally supported marriage equality in 2005.
- Obergefell v Hodges in 2013 certified gay marriage would be recognized throughout the US.
- In 2020, Bostock v Clayton County GA, decision about a transgender person that stated gay and transgender people could not be discriminated against in employment.

Queer people in Vermont, even within State Government, are still subject to discrimination. There is a case against one of our colleagues regarding referring to another colleague as "it" and would not use suggested she/her pronouns, was making sexually suggestive gestures and belittling comments. VSEA is representing this person because the State is not doing their job in teaching people what they need to know.

What the Union can do:

- Solidarity
- Legislative Pressure
- Collective Bargaining – anti discrimination provisions; healthcare coverage and travel for care; name changes on IDs, directories, email; bathrooms that align with gender identity
- Sharing our work and our lives

Questions/Comments/Discussion

- Richard Gould commented when he hears all this, it means he has to accept it, he has to believe it, and it has to be correct. Yet it is not the same way coming back to him. If he was to use the word "queer", he would be in trouble, but it is okay in this setting. He does not agree and does not want to have to worry about it because it does not affect his life.

He feels offended when getting lectured. If he should say he does not agree with you because he is straight, then as a straight white male he would be called homophobic outside of this setting. No one should be forced or pressured to agree with this.

- Al thanked Member Gould for expressing his thoughts. He does not want anyone in the room to think they “have” to do anything. No one has to use pronouns. No one has to believe that queer people should have the right to marry someone of the same gender. Respecting the choice does not mean you agree or believe with any of it.
- Leona Watt mentioned that VSEA members are in a workplace with a lot of different cultures. As long as people at work are treated with respect, there should not be a problem.
- Nick Merrill questioned Al’s statement that when you vote conservative Republican, it is voting against unions. Some of the folks on our candidate list are Republicans. Are they voting against us then?
 - Al replied not all Republicans vote the same way. All politics are local and in some ways party does not matter. It is a broad brush to say, “all Republicans”. But if the President of the United States is a Republican, that is bad for unions. There are some good Republican candidates on the endorsement list.

Bio-break at 2:09 p.m. Meeting called back to order at 2:26 P.M.

Report from Council Subcommittee on the Pledge of Allegiance

By Bruce King, Chair of the Subcommittee

At Council Meeting in June, there was discussion on the pledge of allegiance and its place in VSEA meetings. It was decided to take the conversation out of the meeting and into a subcommittee. The subcommittee met on August 21st and again on August 28th. Discussion was very vibrant on both sides of the issue and very respectful.

What was discussed:

- The group decided to follow a 10-step problem solving methodology to direct their discussion.
 - Analyze the audience. They discussed that members at the last Council meeting fell into three groups – members strongly for removing the pledge, members strongly for keeping the pledge, and members feeling we should focus on something else.
 - Limit the Problem by coming to some compromise that helps the most amount of our members.
 - Gather Data. They assembled all the facts about the topic and looked into the history of the pledge of allegiance. They also discussed best practices of our Union and when that is used within our Union.
 - Evaluate and Organize Information. There was discussion of the pros and cons of how people might react to any recommendation.
 - List possible solutions. Possible solutions in the three basic areas – keep the pledge, remove the pledge from agenda, have some pre-emptive statement prior to

the pledge so members could choose not to participate, or have an explanation of the history of the pledge.

- The next steps Testing Possible Solutions, Selecting a Solution, and Acting on the Selection, were not completed.
- The subcommittee has not made a final recommendation since they started late. Discussion is going well and is respectful, and Bruce feels they will come up with a recommendation. Therefore;

MOTION to allow the subcommittee to continue their work and report back at the 4th quarter Council Meeting in December was made by Bruce King and seconded by Mollie Dalton.

Discussion/Questions:

- Christine Rice – This is a big subject to be decided by one group of people and it should be up to vote for everyone.
 - Chair Crowley replied that once the subcommittee work is finished, the issue will come before Council at the December meeting and the full body will discuss the issue and vote. This may be an advisory motion depending on what the subcommittee comes up with.
- Richard Gould – wondered if we could involve the Council in dealing with this, like we do for elections. Maybe poll the Council?
 - Chair Crowley reiterated this issue will be decided by the full Council.
- Carl Davis – encouraged members to vote NO now because this work should stop. This is a decisive issue and not worth the time being spent on it.
 - Bruce mentioned the subcommittee was only given one quarter to discuss the issue, so a vote of NO would end the subcommittee and any further discussion.
- Sue Lafleche – asked if we say NO and the subcommittee is dissolved, where would that leave us?
 - Chair Crowley replied it would be up to her as the Chair to set the agenda. She did express to the subcommittee at her first Council meeting as First Vice President, the pledge was on the agenda. She continued with that practice. She did not know this was up to her and not a policy or procedure. It will always be up to the Chair at this point.
 - Bob Hooper said this is the prerogative of the Chair to put anything on the agenda; it is a personal prerogative whether you stand up and take the pledge or not. In the State House, not everyone stands and does the pledge. It is a personal choice. What you are deciding is whether folks have the opportunity to do it rather than prohibiting folks from doing it.

MOTION to call the question was made by Ed Dale and seconded by Aimee Bertrand.

MOTION carries on voice vote.

MOTION on the floor to allow the subcommittee to continue their work and report back at the 4th quarter Council Meeting in December.

Voice vote taken, results divided, ballot vote taken.

- Yes – 31 (17 in room, 14 on Zoom)
- No – 25 (19 in room, 6 on Zoom)

MOTION carried and the subcommittee will continue their work for one more quarter.

Old Business

Report on the Retirement Board's work.

- Eric Davis, Retirement Board representative, reported that the Week in Action on July 26th reported the pension return was above what the actuarial predicted. In the last Legislative session, it was decided the pension plus payment would be fully funded if there was a surplus. Since there was a surplus, it was funded. A piece of the statute states any surplus at end of any year would be split 25% to the State Employees' Pension and 25% to the Teachers' Pension. Our funds saw an additional \$9 million this year in addition to the regular funding.

Adjourn

MOTION to adjourn the meeting made by Carl Davis and seconded by Melissa Hurt.

Discussion: none, motion to adjourn is not debatable.

MOTION carried on voice vote and the meeting was adjourned.

Respectfully submitted,
Ellen Hinman
Clerk