

President's Message  
January 30, 2008



It is my pleasure to serve out the remainder of Paul Colavecchio's term as President. Paul will be leaving the Plan to return to private practice on February 1st. Paul had a long history of service to the AFSCME Local 3357 including, President 2003-2007, Contract Negotiation Team Leader 2004, Treasurer 1999-2002, Contract Negotiation Team Member 2000, Union Representative 1990-1999. His service has been greatly appreciated. Please join me in thanking him.

Looking forward, it is my desire to work with you, the executive committee, Plan sponsors and managers to provide premium services to our clients while constantly improving the working environment. We are working to connect our members to each other and management in innovative ways, so that our shared goals may be achieved.

As you know, our current collective bargaining agreement is scheduled to expire this summer. Recently, negotiating committee representatives met to discuss shared interests and options for achieving those interests. We will be forwarding a questionnaire by e-mail shortly for additional input from members. Please be sure that you have updated your private e-mail address, mailing address and phone numbers by forwarding that information to [webmaster@afscme3357.org](mailto:webmaster@afscme3357.org), if you have not done so already.

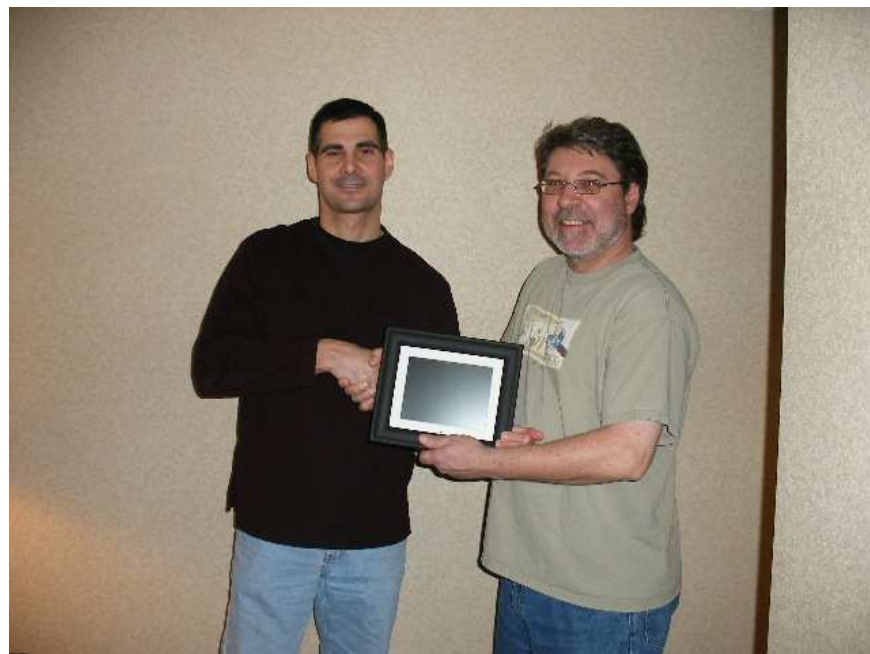
Below is a partial summary of the minutes from our Negotiation Committee meeting that took place in Columbus, Ohio over the January 19-21 weekend. Thank you for your support and input.

1. The following members were present at the meeting:



Heather Rasmussen (Wisconsin), Steve Hofer (Indiana), Paul Colavecchio (Ohio), Roger White (Texas)  
Steve Beres (Ohio), Mike Forbes (Kentucky)  
Deanne Robison (Ohio)

2. It was announced that former President, Paul Colavecchio, would be leaving the Plan to return to private practice. His last day at the Plan will be January 31<sup>st</sup>, 2008. The current Vice President, Mike Forbes, was made President effective January 1<sup>st</sup>, 2008.



Paul was presented with a digital picture frame loaded with photos of AFSCME events and members in honor of his many years of service with AFSCME local 3357.

3. It was announced that Secretary Cindy Tuczynski has resigned as secretary effective immediately to become the managing attorney in the Milwaukee office. A thank you card for her service was sent to Cindy. Heather Rasmussen, was appointed Secretary to replace Cindy Tuczynski.
4. Treasurer Steve Beres will become the new Vice President effective February 1<sup>st</sup>, 2008, or as soon thereafter as the Treasurer position can be transitioned. Melissa Mays of the Louisville office will assume the role of Treasurer.
5. A negotiating team of four members with two alternates was appointed. The four members are Roger White, Mike Forbes, Steve Beres, and Heather Rasmussen. Alternates are Steve Hofer and Deanne Robison.
6. President Forbes requested that the negotiating team members and alternates please obtain and study *Getting to Yes, Negotiating Agreement Without Giving In (Second Edition)* by Roger Fisher, William Ury and Bruce Patton as a structure for our negotiations.
7. It was agreed that to the extent possible meetings/negotiations would be done by videoconference to minimize the expenses of travel and time. Steve Beres and Mike Forbes were appointed to pursue implementation of video conferencing technologies.
8. It was agreed that a membership questionnaire would be e-mailed to all non-Michigan attorneys to update negotiation concerns. Responses are to be completed on personal time and e-mailed back.
9. The negotiating committee discussed three major interests and numerous options for advancing these interests. The interests are 1) Improving Compensation to Attract and Retain Quality Attorneys 2) Enhancing Job Security/Safety and 3) Improving Job Satisfaction.

These interests are will further our personal and professional goals as well as the Plan's mission of providing legal services that are of high quality, tailored to client's needs, provided in a cost effective manner, accessible and perceived as valuable.

Best Regards,

Mike Forbes