



# EXECUTIVE BOARD MEETING MINUTES

August 16th, 2023

	Position	Name		Position	Name
•	President	Michael Stewart	•	Building, 13	Mark Chapman
•	Vice President	Sarah Curtis		At-Large, 14	VACANT
•	Treasurer	Claire Irvan	•	At-Large, 15	Karri Garaventa
•	Secretary	Jennie Olson	E	At-Large, 16	Katy Holmes
•	Chief Steward	Haley Wolford Davis	•	At-Large, 17	Kerry Moore
•	Community Liaison	Arrison Warner	•	DEI, 18	TJ Acena
•	Membership, 2	Casey Parr		At-Large, 19	VACANT
	At-Large, 3	VACANT		At-Large, 20	VACANT
•	At-Large, 4	Roxana Logsdon		At-Large, 21	VACANT
•	At-Large, 5	Cassie Barton	•	Trustee, 1	Theresia Lloyd-Siemer
•	Political Action, 6	Jen Laverdure		Trustee, 2	VACANT
•	Internal Communications, 7	Missy Beavers		Trustee, 3	VACANT
•	At-Large, 8	Jesse Miller	•	Staff	Sima Anekonda
E	At-Large, 9	CG Brothers	•	Staff	Kate Baker
○	At-Large, 10	Cynthia Peckover	•	Staff	Ross Grami
•	IT	Evan Bowman	•	Staff	Vee Lewis
	At-Large, 12	VACANT	E	Staff	G Wade

Key: • present, E excused, ○ unexcused/not present

Observers Present: None

- I. The meeting was called to order at 5:03 p.m. by Michael Stewart.
- II. Roll was taken by Jennie Olson.
- III. Guests: none
- IV. New Business/Announcements
  - a. Topic: Election Committee Vote
    - i. Per the International election manual, the committee must be voted on by the board. To stay in compliance with the international policy, we must do this.
    - ii. Jen moves to approve the committee appointees: TJ Acena, Molly Clasen, Sarah Cinnamon, with advisors of Ross Grami, and Sima Anekonda. Evan seconds.  
**Motion passes 14 aye; 1 abstention.**
    - iii. A final report will be submitted to the board which details successes and areas where there's room for improvement.
  - b. Richmond Clinic
    - i. Leadership spoke with labor relations the day after the bomb threat was called in. A bomb team was called in and swept the evacuated building. Richmond Clinic leadership is trying to speed up the installation of ballistic glass to protect workers at the front desk.
  - c. Topic: Hardship Fund referral rates
    - i. LCSA, which administers our hardship fund, presented a new fee structure which is based on quantity of referrals. Our average has been about 16 referrals per

- month.
  - ii. The new fee structure (if kept at current referral rate) would reduce overall cost.
  - iii. The amount of time it takes to process the claims will not affect the pricing.
  - iv. Separate from the childcare hardship fund.
  - v. Jennie moves to approve the fee structure as presented, Jen seconds. **Motion passes unanimously.**
- d. 328-I steward time
- i. Dennis Ziemer, staff rep for 328-I, has requested our local to pay for lost time for their steward trainees as they do not have contract language to pay for lost time themselves.
  - ii. Currently, they are only allowed 4 stewards, but the expectation is that our local would continue to cover this cost going forward until contract language is agreed upon. Their current contract ends in 2025.
  - iii. Discussion is had as to the pros: supporting the sub local so that they can begin to organize and win a contract with this language; and the cons: the cost requested is high at roughly \$6K and it's unclear how long we would be expected to pay for this.
  - iv. A decision must be made in the September board meeting as training is scheduled for October. Any questions from the board should be submitted to Jennie so that we can have Dennis provide answers.
- e. Topic: Membership Numbers
- i. Council core priorities are: staff development, membership strength, politics. When we make decisions how we get to those things.
  - ii. The last four years have resulted in a small, but steady decline in membership across the country. One of the challenges is getting remote workers signed up.
  - iii. C75 have organized many new members at OHSU and these gains have been positive, however we must continue to work at increasing member numbers.
  - iv. Working with OHSU counsel to reclassify positions which should be in our bargaining unit.
  - v. Staff and meetings: C75 is hiring 2 permanent organizing positions for our local, resulting in: 3 reps, 2 organizers, manager, and member services center representative.
- V. Old Business - none
- VI. Project Charters - none
- VII. Officer Reports
- a. President's Report: See submitted report.
  - b. Vice President's
    - i. Hardship fund
    - ii. Bargaining C3 – OHSU negotiating implementation of recording
    - iii. March Wellness – Bargaining on the MOU
    - iv. Participated in membership blitz
  - c. Treasurer's Report: See submitted reports. The treasurer's report comes with an automatic second to acknowledge receipt of the following reports and note that they will be filed for annual audit: MAY-23 Statement of Financial Position and MAY-23 Statement of Activities. **Motion passed unanimously.**

- d. Secretary's Report: It was moved by Jennie and seconded by Haley to approve the following minutes: AUG-23 E-Committee and JUL-23 E-Board. **Motion passed unanimously.**
  - e. Chief Steward's Report: See submitted report.
- VIII. Staff Reports
- a. Anekonda:
    - i. Demand to bargain for genesis (recording software)
    - ii. Coordinating NEO (new employee orientation)
    - iii. Planning legislative walk throughs of OHSU (September 26, target date)
    - iv. Working on grievances and representational work
  - b. Baker:
    - i. C3 changes
    - ii. OHSU has made the statement that they will issue no merit increases for AFSCME employees.
    - iii. Language the employer uses during paperwork: please refrain from talking to coworkers.
  - c. Grami:
    - i. Planning for hiring new staff.
    - ii. Working as staff liaison for elections committee, which has received many inquiries.
    - iii. Staff supervision.
  - d. Lewis:
    - i. Representational work: racist remarks were made to an employee; Hillsboro banned patient.
    - ii. Bully boss told the member she was worthless, came back the next week with an investigation.
    - iii. Grant administration grievance in a department.
  - e. Wade: none submitted.
- IX. Committee Reports
- a. Membership Update (Parr): See submitted report.
  - b. Community Liaison (Warner): See submitted report.
  - c. Political Action (Laverdure): See submitted report.
  - d. Internal Communications (Barker): See submitted report.
  - e. Building (Chapman): See submitted report.
  - f. Diversity/Equity/Inclusion (Acena): See submitted report.
  - g. HUB (Bowman): See submitted report.
    - i. Issues getting members signed up in HUB
    - ii. Test voting update: vanilla is the least popular ice cream flavor among our 223 voting members.
    - iii. Members have reported confusion between the dashboard HUB site and the official HUB site.
  - h. Policy (Stewart): See submitted report.
- X. Other Reports
- a. OHSU EAC (Irvan): See submitted report.
  - b. OHSU Covington (Irvan): See submitted report.
  - c. OHSU EBC (Barker): See submitted report.
  - d. OHSU Policy (Barker): See submitted report.
  - e. OHSU Safety (Chapman): See submitted report.
  - f. NOLC: See submitted report.

- g. SWCLC: See submitted report.
- XI. The next meeting will be held via Zoom at 5:00 p.m. on Wednesday, September 27<sup>th</sup>.
- XII. Seeing no additional business before the body, Michael Stewart adjourned the meeting at 8:15 p.m.

Respectfully submitted,



Jennie Olson, Secretary  
AFSCME Local 328

*(Minutes are presented to the executive board for review and approval and then posted online at [www.local328.org](http://www.local328.org) for review by the general membership.)*