



EXECUTIVE BOARD MEETING MINUTES

March 21, 2018

Position	Name	Position	Name
• President	Matt Hilton	◦ At-Large, 12	Jamie Roberts
E Vice President	Michael Stewart	E Building Manager, 13	Mike Bandy
E Treasurer	Marci Jo Carlton	• At-Large, 14	Samira Karajcic
• Secretary	Jennifer Barker	• At-Large, 15	Nicole Meck
• Chief Steward	Debbie Brock Talarsky	n/a At-Large, 16	VACANT
n/a Community Liaison, 1	VACANT	n/a At-Large, 17	VACANT
• Data Maintenance, 2	Haley Wolford	n/a At-Large, 18	VACANT
• Education & Training, 3	Theresia Lloyd-Siemer	n/a Trustee, 1	VACANT
• At-Large, 4	Roxana Logsdon	n/a Trustee, 2	VACANT
• At-Large, 5	Vivian Lalangan	n/a Trustee, 3	VACANT
E Political Action, 6	Tara Karnes	◦ Staff	Kate Baker
E Internal Communications, 7	Trisha Crabb	◦ Staff	Andy Chavira
• At-Large, 8	Elisa Davidson	• Staff	Frank Vehaftric
◦ At Large, 9	Nate Leviner	• Staff	Dennis Ziemer
E At Large, 10	Cynthia Peckover	◦ Staff	Corey Hope Nicholson
E At-Large, 11	Sarah Cinnamon	• Staff	Bryan Lally

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

Observers/Guests Present: Member M.C.

- I. The meeting was called to order at 5:31 p.m. by Matt Hilton.
- II. Roll was taken by Jennifer Barker.
- III. Guests:
- IV. Officer Reports
 - a. President’s Report: See submitted reports.
 - i. Recognition: Matt recognized Jennifer for her work on updating/upgrading the Local 328 website.
 - ii. Bargaining Ramp-Up/BAT: As soon as we make the reservation for the town hall, probably in late July, we’ll publicize the event. Agenda will include the new format for the bargaining team (all at-large, no sectors), former team members talking about their experience, and member questions. It will be a very different bargaining climate this time around. If you know people who think the union is distant or who have complaints, use it as an organizing opportunity—invite them to observe or join the board, run for the bargaining team, etc. Frank is coordinating the Bargaining Action Team. We’ve used unit stewards for this work previously, but they’ve morphed into a different role and are decentralized. The BAT will meet regularly and coordinate communications, meetings, and actions

- before and during bargaining. The BAT will morph to a strike committee at the end of bargaining if it comes to that. We've had 10-15 people signing up at meetings and a lot signing up during site visits to clinics, etc. The BAT will be meeting once or twice a month in April and May; a lot of subsequent work will be in subcommittees. March is the recruitment period. Frank will then send out a Doodle poll to schedule the meetings.
- iii. *Janus*: Arguments have been heard; we are now waiting for a decision and will have a town-hall presentation about the decision after that. There've been a few people who've already wanted to drop their membership. We need to have good conversations with folks about this. The general consensus is that at a minimum, the immediate impact is that fair-share payers will no longer have fees deducted. Our membership list will now be maintained/updated by the union rather than by OHSU. Meetings have been taking place to determine how to reconcile the lists and discuss *Janus* legal contingencies. OHSU's attorney was unwilling to discuss what-if scenarios for the decision. The green No Freedom Foundation signs were distributed. MOM is no longer MOM—the terminology is now "maintenance of effort." Members who sign a MOE card can drop their membership before their year is up, but they have to keep paying dues for the full year. This means we'll have three categories of represented employees: non-members, dues-paying members, and dues-paying non-members. It was suggested that we create some sort of button post-*Janus* to signal who has kept their membership.
 - iv. Portland Clean Energy Initiative: Two locals have endorsed this. Our executive committee had no recommendation and there wasn't a compelling drive by the executive board to endorse it. Matt will let the appropriate party know.
 - v. Board Retreat: The retreat will be held Saturday, March 31; food will be at 9:30 a.m., with the agenda starting promptly at 10:00 a.m. and ending at approximately 4:00 p.m. We plan to schedule a social activity apart from the retreat, to foster camaraderie, at a later date. Email Matt if you work weekends and need a note from your boss to attend the retreat.
 - vi. Email Motions: The last email motion went very well. Thanks to all who participated.
 - vii. Board Bios: Please complete the bio form if you're new to the board or want to update an existing bio; email or send them to Jennifer.
 - viii. Business Card: Generic cards for board members were distributed. Take however many you think you'll need.
- b. Vice President's Report: No report submitted.
 - c. Treasurer's Report: No report submitted.

d. Secretary's Report: It was moved by Jennifer and seconded by Theresia to approve the following minutes:

- i. Jan-18 E-Board
- ii. Feb-18 E-Committee
- iii. Mar 18 E-Committee

Motion passed unanimously.

e. Chief Steward's Report: We currently have only 16 stewards (with several on long-term leave): three grievance stewards, four lead stewards, and the rest investigatory. We have nine people scheduled for investigatory-steward training on April 9. Andy and Kate are working on steward recruitment. Debbie is working on a recognition program—meeting attendees will be eligible for monetary reward and other incentives for taking cases, etc. and there will be recognition for retiring stewards as well as a steward-of-the-year award. Upcoming training will be done by Jen Chapman. There were 46 cases last month, including four in Beaverton Hem/Onc and six in EVS. Bryan took 16 cases, Debbie took seven, Andy took three, David Montgomery four, Dennis four, and Frank three.

V. Money Motions

a. Arbitrations: Matt explained that we had previously asked staff to present arbitration information in a specific format, that members should only appear when appealing, and that the information should be provided to Jennifer by the time the board reports are needed.

i. M.C. Case (Lally): This case involves a verbal warning and a written warning for an unrelated incident. Employee was present to request arbitration and give a statement. Jen Chapman recommended not taking this to arbitration—employee hasn't suffered any losses and she didn't feel that the grievance was strong enough. It was moved by Matt and seconded by Jennifer to reject the arbitration. **Motion passed unanimously.**

ii. H.R. Case (Ziemer): This case involves the termination of a ~28-year employee. It was moved by Haley and seconded by Theresia to spend up to \$15,000 from contract defense to take the H.R. case to arbitration. Motion was withdrawn after initial discussion. Debbie moved and Nicole seconded to spend up to \$15,000 from contract defense to take the H.R. case to arbitration. **Motion passed 6-1-2. (mm#030118)**

VI. Staff Reports/LOAs

- a. Baker: See submitted report.
- b. Chavira: See submitted report.
- c. Vehafric: See submitted report.

i. LOA—Clinical Informatics Specialist: This is a new class specification that replaces an existing classification. Not all of the members in the existing classification will qualify for the new one, so there will be some layoffs.

Frank hasn't heard back from Hollie Hemenway re: the number of employees who'll be laid off. Matt moved and Theresia seconded to table this until we have all the information. **Motion passed unanimously.**

- ii. Project Charter—eZone Upgrade: This upgrade would enable us to attach a prepopulated membership card to bulk emails; this would be individualized to the member, so should be no privacy concerns. It wouldn't be done with every bulk email that we send. There was discussion about the preference that the council pay for half of the expenses. It was moved by Elisa and seconded by Haley to spend \$2,500 from project-charter funds to upgrade the eZone to enable us to attach prepopulated membership cards to bulk emails. **Motion failed 3-7.** Matt moved and Theresia seconded to spend \$1,250 from project-charter funds to upgrade the eZone to enable us to attach prepopulated membership cards to bulk emails. (The intent is that we would request that Council 75 contribute the additional \$1,250.) **Motion passed unanimously. (mm#030218)**

- d. Ziemer: See submitted report.

VII. Committee Reports

- a. Data Maintenance (Wolford): See submitted report.
- b. Education & Training (Lloyd-Siemer): See submitted report. Nicole, who attended the Women's Committee retreat, spoke positively about the event.
- c. Political Action (Karnes): No report submitted. Tara has been out for illness and personal issues. Michael will be serving as interim PAC chair. Matt moved and Haley seconded to endorse Jen Chapman for Yamhill County Circuit Court Judge. **Motion passed unanimously.**
- d. Internal Communications (Crabb): See submitted report.
- e. Building (Bandy): No report submitted.

VIII. Other Reports

- a. OHSU Parking (Bandy/Militante): See submitted report.
- b. OHSU Policy (Barker): See submitted report.
- c. NOLC (Carlton): No report submitted.
- d. SWCLC (Lloyd-Siemer): See submitted report. Theresia is no longer running for trustee for SWCLC but plans to run in January 2019. She is now serving as the community-liaison chair for the SWCLC.

IX. Old Business: There was no old business.

X. New Business

- a. Oklahoma Teachers' Strike: Matt moved and Vivian seconded that we spend \$500 from project charter funds to support teachers who are about to go on strike in Oklahoma. **Motion passed unanimously. (mm#030318)**

XI. Announcements

- a. Convention Nominations: Convention-delegate nominations open April 4. Candidates can write a bio of up to 250 words, which should be submitted to Matt.

- b. SHOC Meeting: Theresia announced details about the walk. She'll post it on the website.
 - c. Women's Committee Mosaic: The committee commissioned a Rosie-the-Riveter style mosaic and will also be doing T-shirts and lapel pins. The committee will be raffling off the mosaic.
- XII. The next meeting will be held Wednesday, April 18, in OL 217. Dinner starts at 5:00 p.m.; meeting starts at 5:30 p.m.
- XIII. Seeing no additional business before the body, Matt Hilton adjourned the meeting at 7:07 p.m.

Respectfully submitted,
APPROVED 04/18/18

Jennifer Barker, Secretary
AFSCME Local 328

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