



# EXECUTIVE BOARD MEETING MINUTES

## July 25, 2018

Position	Name	Position	Name
• President	Matt Hilton	• At-Large, 12	Jamie Roberts
• Vice President	Michael Stewart	• Building Manager, 13	Mike Bandy
• 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
E Data Maintenance, 2	Haley Wolford	n/a At-Large, 18	VACANT
• Education & Training, 3	Theresia Lloyd-Siemer	n/a Trustee, 1	VACANT
E At-Large, 4	Roxana Logsdon	n/a Trustee, 2	VACANT
• At-Large, 5	Vivian Lalangan	n/a Trustee, 3	VACANT
n/a Political Action, 6	VACANT	○ Staff	Kate Baker
• Internal Communications, 7	Trisha Crabb	○ Staff	Andy Chavira
○ At-Large, 8	Elisa Davidson	○ Staff	Frank Vehafric
n/a At Large, 9	VACANT	• Staff	Dennis Ziemer
• At Large, 10	Cynthia Peckover	• Staff	Corey Hope Nicholson
n/a At-Large, 11	VACANT		

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

Observers Present: Molly Clasen, Christine Murray

- I. The meeting was called to order at 5:30 p.m. by Matt Hilton.
- II. Roll was taken by Jennifer Barker.
- III. Guests: Jessie and Kevin, organizers from the international, spoke briefly about their efforts to organize researchers and PhD students.
- IV. Officer Reports
  - a. President's Report: See submitted reports.
    - i. Post-*Janus* Thoughts: We were not unprepared for the decision. We're currently at about 80% membership. Our budget is still in great shape due to the reductions we planned for. Matt noted that although there had been some earlier discussion re: selling the Barbur building, but there are now no plans to do so. We want to be the kind of union that thrives not because of budget cuts but because we're recruiting members who are strong union supporters. About two-thirds of recent NEO attendees signed membership cards, and a good number of those also signed up for PEOPLE donations.
    - ii. SW Corridor MAX Line: We received a letter from the city of Portland that there would be impacts to our Barbur property with this project. More to come.
    - iii. Board Retreat Social Event: Matt doesn't feel it would be appropriate to schedule a social event with the unused retreat funds. Michael moved and Trisha seconded to move the unused portion of the retreat budget to project-charter funds. **Motion passed unanimously. (mm#070118)**
    - iv. Housing & Transportation Survey: Ben Patinkin's firm sent out a survey to dues-payers via Survey Monkey; the responses will be used to drive our bargaining strategy. It's important to take the survey if you received it; if your coworkers ask about it, please encourage them to take it as well.

- v. Bargaining-Team Nominations: Nominations open August 8. This will probably be the most consequential contract we bargain, in the early post-Janus world.
- vi. Convention: Only Matt and Theresia were repeat convention attendees—everyone else was new. Delegates in attendance at the board meeting spoke of some of the highlights: Elizabeth Warren, seeing how many members' votes each delegate held, the resolution process, being able to see how many people are there to support you in the union. Matt was extremely proud of our delegates and how engaged they were. Next year will be the Council 75 and Oregon AFL-CIO conventions. One of our elected delegates wasn't able to attend due to her husband passing away. The employee will be returning her per-diem check. She had paid for her own airfare because she was extending her trip. It was moved by Theresia and seconded by Michael to reimburse the employee up to \$776 for the cost of her airfare from project-charter funds. **Motion passed unanimously. (mm#070218)**

- b. Vice President's Report: See submitted report.
- c. Treasurer's Report: See submitted reports. We're having Sage software difficulties again, so we're going to go ahead and switch over to a new, more reliable (and less expensive) system. Convention attendees have been submitting their paperwork incompletely/incorrectly, so Marci Jo will create a form for the delegates to use and submit with their receipts; please contact her if you have questions. Marci Jo will be doing 2017 filing soon. Mike asked about the balance in what appears to be our non-interest-bearing political account. Marci Jo will check on this and follow up next month. The treasurer's report comes with an automatic second to acknowledge receipt of the below reports and note that they will be filed for annual audit:
  - i. May-18 Balance Sheet
  - ii. May-18 Income Statement.

**Motion passed unanimously.**

- d. Secretary's Report: It was moved by Jennifer and seconded by Theresia to approve the Jun-18 E-Board minutes. **Motion passed unanimously.**
- e. Chief Steward's Report: We now have a total of 43 stewards. We still need help, since we only have three grievance stewards to cover all of OHSU and will be losing the services of staff Bryan Lally at the end of July. We won't need an organized class—we can just do one-on-one training. Trisha volunteered to be a grievance steward. Debbie noted that Sarah Cinnamon is now an active lead steward again.

## V. Money Motions

- a. Arbitrations
  - i. K.J. (Ziemer): This case involves an employee who was terminated in what we believe was a violation of progressive discipline and just cause. OHSU offered a settlement, which the employee turned down. Staff and the council attorney feel the case needs to move forward. It was moved by Mike and seconded by Theresia to spend up to \$15,000 from contract defense to take the K.J. case to arbitration. **Motion passed unanimously. (mm#070318)**
- b. Project Charters
  - i. Skeet & Solidarity (Hilton): Matt talked with Rob Martineau, president of Local 189, about how to reach out to more conservative members or those who otherwise don't feel a connection to the union. It was moved by Theresia and seconded by Trisha to spend up to \$1,000 from project-charter funds for a joint skeet-shooting event with Local 189. **Motion passed unanimously. (mm#070418)**

- ii. Metro Affordable Housing Bond (Hilton): This bond has been endorsed by Council 75 and is also being supported by the Metro local. It was moved by Theresia and seconded by Trisha to spend \$1,000 from project-charter funds for a donation to support this bond. **Motion passed unanimously.**  
**(mm#070518)**

VI. Staff Reports/LOAs

- a. Baker: See submitted report.
- b. Chavira: No report submitted.
- c. Vehafric: See submitted report.
- d. Ziemer: See submitted report.
  - i. LOA—Meal Service Ambassador: This is a new position at CHH2, similar to a Room Service Associate, which will also be taking meal orders. It has a higher rate of pay than RSA.
  - ii. LOA—Call Center Communications Specialist: The affects 12 Food & Nutrition employees who were office specialists being paid for work out of class. It has a higher rate of pay.
  - iii. Class Spec—Radiation Therapist: This was presented last month and given tentative approval. There are some changes from last month’s version.
  - iv. Class Spec—Adult ICU Technician: This is a new position. An earlier version was discussed previously; our concerns at that time (about overlap with HUC work) have been addressed. However, the pay grade is not yet available and we were presented with a position description for the position, rather than a class spec, so this will not be voted on tonight.

It was moved by Matt and seconded by Trisha to approve the LOAs and the radiation therapist class spec. **Motion passed unanimously.**

VII. Committee Reports

- a. Data Maintenance (Wolford): See submitted report.
- b. Education & Training (Lloyd-Siemer): See submitted report. LERC Summer School registration has closed; we have nobody attending. The SHOC Walk takes place on August 4. The Rosie mosaic raffle raised just over \$1,000—half will go to SHOC and half to Making Strides. The raffle was won by Jeneane Ramseier from Council 75.
- c. Internal Communications (Crabb): There was no ICC meeting this month.
- d. Building (Bandy): The grounds have been cleaned up. He’ll look into quotes for fixing the parking lot, fence, etc. Our rental income exceeds our mortgage payment. Next month, Mike would like to find out from Marci Jo how much we still owe.
- e. Policy (Hilton): Matt, Marci Jo, and Jennifer met recently to work on updating our elections policy. The proposed changes aim to make the election process fair, as well as to give candidates more time to submit statements and clarify that statements are published in the order received. It was moved by Jennifer and seconded by Theresia to approve the revised “Local Elections” policy. **Motion passed unanimously.**

VIII. Other Reports

- a. OHSU Parking (Bandy/Militante): The committee did not meet this month.
- b. OHSU Policy (Barker): See submitted report.
- c. NOLC (Carlton): Marci Jo was unable to attend the last meeting.
- d. SWCLC (Lloyd-Siemer): The committee did not meet this month. Theresia noted that we can have more than one delegate and encourage Matt and/or Michael to attend a meeting to observe. SWCLC meetings are held on the first Wednesday of the month.

- IX. Old Business
  - a. Bargaining-Team Composition Vote: More than 90% of voters in the bargaining-team-composition vote chose the fully at-large bargaining team.
- X. New Business
  - f. November Board Meeting Date: The third Wednesday of the month falls the day before Thanksgiving. The meeting will be changed to the fourth Wednesday. Jennifer will reschedule the meeting and send an update to the appointment.
  - g. New Board Members: It was moved by Matt and seconded by Marci Jo to appoint Christine Murray to at-large position 9 and Molly Clasen to at-large position 11.  
**Motion passed unanimously.** The new board members were sworn in.
- XI. Announcements
  - a. Labor Day Picnic: Due to price increases, we will only be giving three ride bracelets per family (plus one additional bracelet for volunteering), plus one food scrip and one drink scrip per each person. More picnic details will be shared after the first planning meeting.
  - b. NOLC: Marci Jo asked for volunteers to serve as delegates to NOLC. They meet on the fourth Monday of the month. It would be ideal to have enough delegates to rotate attendance. Let Marci Jo know if you're interested and she'll have Matt get you set up as a delegate with NOLC. Vivian is interested.
- XII. The next meeting will be held Wednesday, August 15, location TBD. Dinner starts at 5:00 p.m.; meeting starts at 5:30 p.m.
- XIII. Seeing no additional business before the body, it was moved by Matt and seconded by Theresa to adjourn the meeting. **Motion passed unanimously.** Matt Hilton adjourned the meeting at 7:00 p.m.

Respectfully submitted,  
APPROVED 8/15/2018

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](http://www.local328.org) for review by the general membership.)*