



EXECUTIVE BOARD MEETING MINUTES

September 19, 2018

Position	Name	Position	Name
● President	Matt Hilton	● At-Large, 12	Jamie Roberts
● Vice President	Michael Stewart	E Building Manager, 13	Mike Bandy
● Treasurer	Marci Jo Carlton	● At-Large, 14	Samira Karajcic
● Secretary	Jennifer Barker	n/a At-Large, 15	VACANT
● 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
n/a Political Action, 6	VACANT	● Staff	Kate Baker
● Internal Communications, 7	Trisha Crabb	E Staff	Andy Chavira
● At-Large, 8	Elisa Davidson	● Staff	Nicole Meck
● At Large, 9	Christine Murray	● Staff	Frank Vehafric
● At Large, 10	Cynthia Peckover	● Staff	Dennis Ziemer
● At-Large, 11	Molly Clasen	E Staff	Corey Hope Nicholson

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

Observers Present:

- 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. Staff Representatives: As a result of *Janus*, Council 75 staff duties are being reconfigured. There'll be a council-wide call center/problem. Andy is helming this project temporarily and Nicole is currently filling his role as temporary staff.
 - ii. Grad Student Workers: OHSU objected to the student workers' card filing, on the grounds that they're not employees; there'll be a hearing but might not happen until December or January. The Supreme Court has determined previously that student workers are employees, and grad-student workers at other public universities in Oregon are unionized. Stickers and envelopes were distributed for board members to assemble during the meeting.
 - iii. 2019 Operating Budget: Committee chairs should start working on their budget submissions now—the executive committee wants to review draft budgets in October. Theresia will do the community-liaison budget again this year.
 - iv. Winter Holiday Member Celebration: The party is usually held the third Wednesday of December, but the space was reserved that day, so it will be held Tuesday, December 18, instead. Jennifer will update the Outlook appointment. Haley will look into transportation options for the satellite locations.
 - v. Bargaining: Our 2019 bargaining team is: Mike Bandy, Jennifer Barker, James Cherveney, Roger Clark, Sandie Guiles, Matt Hilton, Claire Irvan, Ashley Larkin, Casey Parr, Michael Stewart, Karyn Trivette, Haley Wolford, and Kasey Zimmer-Stucky. We should expect OHSU to propose take-backs, such as covering employee-only

insurance at 95% and reducing differentials. There was some discussion re: striking, solidarity breaks, informational picketing, etc.

- vi. Housing Survey/Future Surveys: Our past phone surveys would survey 400 people; our recent online housing/transportation survey had ~1,200 respondents. Matt presented some of the survey data. Our members are having significant hardship with housing costs and transportation costs/time. He'll share the slides to the board, but it's to remain confidential. We will likely launch our next survey (about take-backs) next month; we plan to launch our main bargaining survey in November or December.
- vii. Board-Meeting Guests: Matt gets a lot of requests from guests to come speak at the board meetings. The executive committee has discussed having guests present to that body first to see if it would be of value for them to come to a board meeting. The executive committee recommended a limit of one guest per meeting, a 15-minute time limit, giving priority to internal presenters, and a prohibition on speakers during the November budget meeting.
- viii. Employee Addresses/Open Enrollment: Due to changes in OHSU's pharmacy benefits administrator and FSA vendor, new cards will be mailed to employees' homes in mid-December. It's important that OHSU has your correct address—log into AIS from any OHSU computer to check your address on file and make any necessary changes. Open enrollment runs from Monday, October 22, through Friday, November 9.

- b. Vice President's Report: Michael participated in the EBC, NEO (55 cards/65 attendees), and his other usual activities.
- c. Treasurer's Report: No financial reports were submitted this month due to the changeover from old Sage to new Sage; reporting should resume next month. Work on last year's audit is wrapping up. Marci Jo will be working on the Sage changeover until the end of October, and then will start working on the 2018 audit. We need to submit an updated LUAFR form filed. Marci Jo sends dates/reminders for the next three check runs—please be mindful of these deadlines and get your receipts in on time based on when you want your payment.
- d. Secretary's Report: Next month's meeting will be back in the Old Library. It was moved by Jennifer and seconded by Theresia to approve the following minutes:
 - i. Aug-18 E-Board
 - ii. Sep-18 E-Committee

Motion passed unanimously.

- e. Chief Steward's Report: Debbie is trying to standardize the steward program and utilize best practices. A procedure manual is being developed. Please let her know if you'd like to provide feedback before it's distributed. Jennifer will assist with editing/formatting. In June we had 66 cases, July, 46; and August, 62. Most were investigatories, mostly in EVS and Food & Nutrition. Additional statistics were shared.

II. Money Motions

a. Project Charters

- i. Treasurer Stipend Modification: Marci Jo stepped out in order for the board to discuss the project charter. It was moved by Matt and seconded by Haley to spend \$200 from project-charter funds to increase the treasurer's stipend by \$50/month for the remainder of 2019. Teresia moved and Trisha seconded to amend the motion to a \$75/month increase. Motion to amend the motion passed unanimously. **Amended motion passed unanimously. (mm#090118)**
- ii. MA Week Recognition: Michael proposed spending \$450 from project-charter funds to give two Regal movie tickets MAs who are unit stewards (24 tickets). Since a project-charter form was not ready at the time of the meeting and clarification is needed around costs, this project-charter will be discussed and voted on via email.

III. Staff Reports/LOAs

- a. Baker: See submitted report.
- b. Chavira: See submitted report.
- c. Vehafric: See submitted report.
 - i. LOA—Float Pool Retention Bonus: Float pool MAs gathered data about float differentials at other hospitals and presented this to HR. OHSU didn't want to negotiate a differential outside of bargaining, but proposed to give each person in the float pool (not just MAs) a retention bonus (\$100/month of service going back two years, keeping the full amount if they stay in float pool for an additional year)—almost everyone in the float pool will get a \$2,400 bonus. It was moved by Michael and seconded by Theresia to approve the LOA. After extended discussion, Jennifer moved and Matt seconded to call the question. Motion passed 15-1. **Motion to approve the LOA passed unanimously.**
- d. Ziemer: See submitted report.

IV. Committee Reports

- a. Data Maintenance (Wolford): See submitted report.
- b. Education & Training (Lloyd-Siemer): See submitted report.
- c. Internal Communications (Crabb): See submitted report.
- d. Building (Bandy): No report submitted.

V. Other Reports

- a. OHSU Parking (Bandy/Militante): See submitted report.
- b. OHSU Policy (Barker): See submitted report.
- c. NOLC (Carlton): See submitted report.
- d. SWCLC (Lloyd-Siemer): See submitted report.

VI. Old Business: None.

VII. New Business:

- a. Labor Day Picnic Numbers: We distributed \$500 worth of scrip, 676 meal tickets, and 446 ride bracelets to 162 members and 514 guests. There was discussion re: next year's budget, what to do if we run out of scrip, number of guests, publicizing the event with more notice, etc. Kate acknowledged Theresia and Roxana, plus Trisha and Michael, for all the hard work they put in. The executive committee will discuss this event at a later date.

VIII. Announcements: None.

IX. The next meeting will be held Wednesday, October 17, in OL 217. Dinner starts at 5:00 p.m.; meeting starts at 5:30 p.m.

- a. Seeing no additional business before the body, it was moved by Trisha and seconded by Matt to adjourn the meeting. **Motion passed unanimously.** Matt Hilton adjourned the meeting at 7:09 p.m.

Respectfully submitted,

APPROVED 10/17/18

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.)