



EXECUTIVE BOARD MEETING MINUTES

September 18, 2019

Position	Name	Position	Name
● President	Matt Hilton	E At-Large, 11	Molly Clasen
● Vice President	Michael Stewart	● At-Large, 12	Jamie Roberts
E Treasurer	Marci Jo Carlton	● Building Manager, 13	Mike Bandy
● Secretary	Jennifer Barker	n/a At-Large, 14	VACANT
● Chief Steward	Haley Wolford	● At-Large, 15	Karri Garaventa
n/a Community Liaison, 1	VACANT	● At-Large, 16	Jesse Miller
n/a Data Maintenance, 2	VACANT	n/a At-Large, 17	VACANT
● Education & Training, 3	Theresia Lloyd-Siemer	n/a At-Large, 18	VACANT
● At-Large, 4	Roxana Logsdon	n/a Trustee, 1	VACANT
E At-Large, 5	Vivian Lalangan	n/a Trustee, 2	VACANT
n/a Political Action, 6	VACANT	n/a Trustee, 3	VACANT
● Internal Communications, 7	Trisha Crabb	● Staff	Kate Baker
● At-Large, 8	Elisa Davidson	● Staff	Ross Grami
● At Large, 9	Christine Murray	● Staff	Lesly Muñoz
● At Large, 10	Cynthia Peckover	E Staff	Frank Vehafric

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

Observers Present: None.

- I. The meeting was called to order at 5:30 p.m. by Matt Hilton.
- II. Roll was taken by Jennifer Barker.
- III. Guests: Incoming Board Members: Claire Irvan, Cassie Barton, Roger Clark, Brandy Goldsbury, Ashlee Howard, Casey Parr, Eli Shannon, Karyn Trivette, Kasey Zimmer-Stucky; LMC: Carolyn Bruebaker Moore, Stephannie Roso
- IV. Introductions: Introductions were made for the new board members.
- V. Guest Presentation—Labor Management Committee: The LMC is trying to come up with the “next big thing” for the LMC to work on. They want to start working on unit-level LMCs, creating a foundation/toolkit on how to get these started. Handouts were distributed re: the LMC’s vision/mission/elevator speech and project charter. They’re presenting tonight asking for Local 328’s support and will be reaching out to HR as well. There have already been some pilot LMCs, one of which failed. A project charter was presented—the LMC wants an AFSCME member for limited-duration “stretch” assignments, working in the project-coordinator classification for three months wages plus OPE. LMC is asking for this role to be paid via union lost time, and will ask HR to help support the project manager overseeing this. Applicants don’t need project-management experience—they must have ambition, impeccable attendance, attention to detail, etc. The goal is to have the project coordinator to start the week of January 6. The LMC would also like Local 328 to help advertise the opportunity.
- VI. Officer Reports
 - a. President’s Report: See submitted report.

- i. Congratulations to New Board: There was record turnout for this election. There are a few vacancies still, but there will be people asking to be appointed at the October board meeting.
- ii. Committee Vacancies: There's still a vacancy on the EBC. We won't be having a staff rep on the EBC this time. The EBC rep must be a board member, and will be appointed at the October board meeting. The EBC rep position was described. Reports re: EBC business will be submitted to the board starting next month.
- iii. Upcoming Mediation: Mediation for the ULP is scheduled for October 1. Members of the bargaining team met prior to the board meeting to discuss possible remedies to bring up during the mediation. Graduate Researchers United also has a ULP against OHSU, which the ERB has rolled into our complaint. If we're able to come up with a settlement in mediation, it would be brought to the executive board for approval.
- iv. Contract Celebration: We have a historic contract to celebrate—high across-the-boards, lots of great MOUs, new differentials, no take-backs, etc. This event will be held Thursday, October 10, at the BICC Gallery from 3:30 - 8:00 p.m. Catering will be done by Whisler Sisters. We'll be sending out a flyer and asking for RSVPs.
- v. Visioning/Retreat: Our 2019 - 2021 board has a lot of new members with a lot of new energy and ideas. We'd like to hold a retreat prior to January, probably as an overnight event outside of Portland. Matt has asked for a trainer from the IU.
- vi. Reconsidering Oaks Park: We usually only have ~150 members attend, at a cost of ~\$10,000. Instead, we could hold a less expensive event that would reach more members. Matt will talk with some other local presidents (e.g., Local 88 Multnomah County, Local 189 City of Portland) and AFL-CIO people at the upcoming convention. We'll be doing budgeting in November and in October will discuss costs for an alternative.
- vii. GRU AFL-CIO Resolution: We're trying to get a late resolution introduced, re: GRU. The resolution was sent out in the second batch of reports—a correction is needed, per Theresia. The resolution thanks the labor community for support during bargaining and expresses support for GRU. It was moved by Haley and seconded by Theresia to approve the resolution.
Motion passed unanimously.
- viii. AFL-CIO Per Diem: The per diems have already been approved, via a line item in the 2019 operating budget. It was moved by Mike and seconded by Theresia to pay the AFL-CIO per diems in advance to delegates Matt Hilton, Jamie Roberts, Theresia Lloyd-Siemer, Michael Stewart, and Trisha Crabb.
Motion passed unanimously. (mm# 090119)
- b. Vice President's Report: See submitted report.
- c. Secretary's Report: It was moved by Jennifer and seconded by Haley to approve the following minutes: Aug-19 E-Board and Sep-19 E-Committee. **Motion passed unanimously.**
- d. Treasurer's Report: No report submitted.

- e. Chief Steward's Report: See submitted report. If anyone wants to go to the climate-strike event on Friday, September 20, let Haley know. The time off can be covered by AFSCME Strong funds.
- VII. Money Motions
- a. Project Charters
 - i. Jobs with Justice Dinner: JWJ is very supportive of labor. This dinner is held every year. It was moved by Matt and seconded by Theresia to spend up to \$750 from the community-liaison budget and, if necessary, project charter funds to send five people to the JWJ dinner. **Motion passed unanimously. (mm# 090219)**
 - ii. Documents Project: It was moved by Matt and seconded by Jesse to spend up to \$1,128 from the 2019 operating budget lost-time line item for Haley and Jennifer to go out one day a week for 12 weeks to work on updating and organizing policies, tip sheets, and other union documents. **Motion passed 13-0-1. (mm# 090319)**
- VIII. Staff Reports/LOAs
- a. Baker: See submitted report.
 - b. Grami: See submitted report.
 - c. Muñoz: Lesly is working on NEO. OHSU has been allowing people to attend NEO virtually, so they don't get our presentation. OHSU also moved our time slot to the end instead of after lunch, and tells employees it's optional, so people leave without our presentation. Our sign-up rate has dropped drastically since this, to <60%; our sign-up rate for folks who actually attend the presentation is >80%. We've filed a group grievance over this. There are 6,843 employees in the bargaining unit of today; 5,465 are dues-paying members. We just trained nine grievance stewards. Jennifer suggested that we do a blog article about the NEO issue. Kate noted that we turned down the option to do a virtual presentation because we wanted to be able to use our contractual 15-minute one-on-one with new employees.
 - d. Vehafric: No report submitted.
- IX. Committee Reports
- a. Education & Training (Lloyd-Siemer): See submitted report.
 - b. Internal Communications (Crabb): Nothing to report; ICC hasn't been meeting.
 - c. Building (Bandy): See submitted report. We had to install a new furnace and A/C for our rental unit, at a cost of about \$12,000. It was moved by Theresia and seconded by Elisa to spend up to \$12,000 to cover the furnace and A/C replacement. **Motion passed unanimously. (mm# 090419)**
- X. Other Reports
- a. OHSU Parking (Bandy): See submitted report.
 - b. OHSU Policy (Barker): See submitted report.
 - c. NOLC (Carlton): See submitted report.
 - d. SWCLC (Lloyd-Siemer): See submitted report.
- XI. Old Business: None.

XII. New Business

- a. LMC Project: There was discussion re: the LMC project as presented by Carolyn. It was moved by Jennifer and seconded by Mike to table discussion on this until October, after we have additional costing/information from Carolyn. **Motion passed unanimously.**
- b. The 2019 – 2021 executive board was sworn in as follows:

President, Matt Hilton	At-Large #10, Cynthia Peckover
Vice President, Michael Stewart	At-Large #11, Roger Clark
Secretary, Jennifer Barker	At-Large #12, Jamie Roberts
Treasurer, Claire Irvan	At-Large #14, Brandy Goldsbury
Chief Steward, Haley Wolford	At-Large #15, Karri Garaventa
Data Maintenance, Trisha Crabb	At-Large #16, Ashlee Howard
Internal Communications, Jesse Miller	At-Large #17, Casey Parr
At-Large #4, Roxana Logsdon	At-Large #18 Eli Shannon
At-Large #5, Cassie Barton	At-Large #19, Karyn Trivette
At-Large #9, Christine Murray	At-Large #20, Kasey Zimmer-Stucky

Molly Clasen (Education & Training), Mark Chapman (Building), and Jim Cherveney (At-Large #8) were not in attendance and will be sworn in at the October board meeting.

- XI. Announcements: Jennifer was recognized for her communications work during bargaining. See Kate if you'd like a ticket to the Oregon Tradeswomen gala. Michael noted that Kaiser (SEIU), grocery/Fred Meyer (UFCW), and Oregon public university workers (SEIU) may all go out on strike in the coming days; hopefully our folks will be able to attend future actions. Elisa spoke about her time of board, the growth of the local since the 1995 strike, and how we've been at the forefront of conducting business online, transparency, member feedback, scientific surveying, etc.—we need to keep the momentum going with new members over the next few years, and keep younger members interested in our union.
- XII. The next meeting will be held Wednesday, October 16, in CDRC 3200. 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 7:40 p.m.

Respectfully submitted,
APPROVED 10/16/2019

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.)