



EXECUTIVE BOARD MEETING MINUTES

November 20, 2019

Position	Name	Position	Name
● President	Matt Hilton	n/a At-Large, 12	VACANT
● Vice President	Michael Stewart	● Building Manager, 13	Mark Chapman
● Treasurer	Claire Irvan	● At-Large, 14	Brandy Goldsbury
● Secretary	Jennifer Barker	● At-Large, 15	Karri Garaventa
● Chief Steward	Haley Wolford	● At-Large, 16	Ashlee Howard
● Community Liaison, 1	T.J. Acena	● At-Large, 17	Casey Parr
● Data Maintenance, 2	Trisha Crabb	● At-Large, 18	Eli Shannon
● Education & Training, 3	Molly Clasen	● At-Large, 19	Karyn Trivette
● At-Large, 4	Roxana Logsdon	● At-Large, 20	Kasey Zimmer-Stucky
○ At-Large, 5	Cassie Barton	E Trustee, 1	Marci Jo Ashby
● Political Action, 6	David Gale	● Trustee, 2	Mike Bandy
● Internal Communications, 7	Jesse Miller	● Trustee, 3	Jordan Muehe
● At-Large, 8	Jim Cherveney	● Staff	Kate Baker
● At Large, 9	Christine Murray	● Staff	Ross Grami
● At Large, 10	Cynthia Peckover	● Staff	Lesly Muñoz
● At-Large, 11	Roger Clark	● 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:
- IV. Officer Reports
 - a. President's Report: See submitted report.
 - i. Status of Public Investigation: As part of the ULP attempted mediation, we had asked for an independent investigation of anti-union bias at OHSU; OHSU rejected our settlement proposal. The ULP is now pending a hearing with the ERB. In talking with acting council attorney now, the reality is that the ERB will probably rule that OHSU will have to pay a small fine and admit statutory violations, but not the investigation. What are our options? We can try to pressure OHSU to do an investigation after the ERB ruling, or we can try to reach a settlement that includes the investigation. Matt has had positive interactions with Greg in his role as interim HR VP. Do we want to try mediation again? It was moved by Trisha and seconded by Roxana to approve having the BLT attempt to mediate the original ULP again. Discussion. **Motion passed unanimously.**
 - ii. Convention Preparation: Every other year, the IU holds a convention—political speakers, resolutions, workshops, etc. The convention this year will be in Los Angeles in August. The postcard will need to go out at the beginning of 2020 and we'll do the election in February/March.
 - iii. Head Shots/Bio Statements: Photos will be taken at the retreat. Bios help make us seem more accessible to members. We want to have this information on the new website.

- iv. Cards for Outgoing Board Members: Cards were distributed for signing.
 - v. September 2020 Meeting: The I-5 Bridge will be closed on one side. We're working with OHSU for some flexibility in the attendance policy. We may want to move that month's board meeting.
 - vi. NOLC Delegation: Our delegation is outdated. Let Matt know if you're interested in being one of our delegates.
 - vii. Accelerate OHSU Admin Assessment: This is not intended to be a precursor to layoffs. Lots of people got the email. It's mandatory and OHSU wants a completion rate of at least 95%. Managers will complete this for you if you don't do it. Per Kate, this is intended to find out where across the institution administrative duties are happening. There was discussion re: who exactly was targeted to have to participate.
 - viii. Retreat/Holiday Party: The retreat will be held on campus, with a white- elephant exchange at the end. There was no time to organize a holiday party for the board.
 - ix. Post-Bargaining Survey Results: The results were distributed to the board. The results will be used in messaging to the members in the days ahead. Please keep the version Jennifer sent confidential—Matt will send a shareable version tomorrow.
 - x. LOA—Weekend Differential Applicability to Salaried Staff: This LOA addresses the dispute re: whether the weekend differential applies to salaried employees. It was moved by Matt and seconded by Michael to approve the LOA. **Motion passed unanimously.**
- b. Vice President's Report: See submitted report. Michael also reported for his Council 75 VP role. Some politicians have come to speak, but didn't get a glowing reception. Their claim is that the PERS reform would have been worse if they hadn't voted the way they did. NEO performance is a problem council wide. The Freedom Foundation has again requested information to make home visits. Council will do some home visits during AFSCME Strong month in January 2020.
 - c. Treasurer's Report: See submitted reports. Taxes were filed on time for 2018 (by our extension date). Claire will be working with the trustees to get us on track for 2019. Claire will keep hard copies of the taxes and other treasurer documents at the Barbur office. She met with our bookkeeper over the weekend to improve her understanding of our financial operations. Starting in 2020, Ruth will be able to give committee chairs regular status updates on their budgets. She's also open to providing additional financial reports to the board. Jennifer will send out the updated version of the expense report/check request. 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: Jun-19 and Jul-19 Balance Sheets and Jun-19 and Jul-19 Income Statements. **Motion passed unanimously.**
 - d. Secretary's Report: It was moved by Jennifer and seconded by Matt to approve the following minutes: Oct-19 E-Board and Nov-19 E-Committee. **Motion passed unanimously.**
 - e. Chief Steward's Report: See submitted report. Haley's 2020 budget request included funding for laptop and color printer; however, she has funds left in her 2019 budget and would like to make the purchase this calendar year, so is notifying the board that she'd like to reallocate the funds. She also needs approval for an alcohol purchase for prizes for a steward holiday party next month. It was moved by Trisha and seconded by Jim to approve this purchase. **Motion passed unanimously.**

V. Budgets:

- a. 2020 Operating Budget: We tend to budget conservatively. The 2020 operating budget assumes dues income from 5,500 members. After a portion has been put into the contract-defense fund, we have \$325,380 remaining for 2020. Matt went through proposed budget line by line. It was moved by Trisha and seconded by Christine to increase the size of the convention delegation to 10. **Motion passed 21-1-0.** The line item for VP parking was deleted. Total operating expenses are \$252,299. It was moved by Trisha and seconded by Jesse to add \$1,000 to the education/training budget, for additional TBD training. **Motion passed unanimously.** Total committee budget requests were \$47,233.60. The amount remaining for project charters is \$25,847.40. It was moved by Mark and seconded by Karri to increase the LCSA donation to \$10,000; there was a friendly amendment to increase the amount to \$5,000. A motion to call the question passed. **Motion failed 5-17-0.** It was moved by Trisha and seconded by Mark to approve the 2020 operating budget and the committee budgets. **Motion passed unanimously. (mm#110119)**

VI. Staff Reports

- a. Baker: Nothing to report.
- b. Grami: Ross verbally presented his report.
 - i. LOA—Additions to Pharmacy Weekend Differential: 5.5% is the differential in the Pharmacy LOA. This new LOA would add the clinical dietitian, clinical dietitian specialist, and dietetic technician classifications. It was moved by Trisha and seconded by Matt to approve the LOA. **Motion passed unanimously.**
 - ii. LOA—Voluntary Waiver of Weekend Differential (ERC): The executive committee recommends a no vote on this LOA. It was moved by Ashlee and seconded by Trisha to reject the LOA. A motion to call the question passed. **Motion passed unanimously.**
- c. Muñoz: No report submitted. Lesly has an arbitration request, but didn't send the required information in advance. The request can be voted on at the board retreat in early December.
- d. Vehafric: See submitted report.
 - i. LOA—Care Integration Specialist: It was moved by Jennifer and seconded by Matt to approve the LOA. **Motion passed unanimously.**

VII. Project Charters

- a. JWJ Scrooge Party (Hilton): It was moved by Matt and seconded by Christine to spend \$650 from project-charter funds to send 10 attendees to the JWJ Scrooge party and make a \$500 donation. **Motion passed unanimously. (mm#110219)**

VIII. Committee Reports

- a. Community Liaison (Acena): See submitted report.
- b. Data Maintenance (Crabb): See submitted report.
- c. Education & Training (Clasen): See submitted report. Thanks to everyone who helped get the word out re: conflict coaching—they had a 30% increase in applicants. Check out the new AFSCME bachelor's degree benefit—Molly will be publicizing this in the future.
- d. Political Action (Gale): See submitted report.
- e. Internal Communications (Miller): See submitted report.
- f. Building (Chapman): See submitted report.

IX. Other Reports

- a. Documents Project (Barker): See submitted report.
- b. EBC (Barker): See submitted report.

- c. OHSU Parking (Bandy): See submitted report. The Parking rep at the Facilities all-hill meeting made it sound like motorcycle parking would be free, but you would still need to supply your license plate and park in a designated space. See the report for information re: assigned parking lots.
 - d. OHSU Policy (Barker): See submitted report. It was moved by Jennifer and seconded by Trisha to remove the following obsolete policies from the union's active policies: BridgeBuilders, teleconferencing, and time-sensitive mail. **Motion passed unanimously.**
 - e. NOLC (Ashby): See submitted report.
 - f. SWCLC (Lloyd-Siemer): See submitted report.
- X. Old Business: None.
- XI. New Business: There was a request from a board member to take a ride-share home tonight only. Matt moved and seconded by Trisha to spend up to \$25. Motion passed unanimously. **(mm#0110319)**
- XII. Announcements: Thanks to Kate for the new catering. Matt needs to send an Outlook appointment for the board retreat.
- XIII. The next meeting will be held Wednesday, January 16, in Mac 1162. Dinner starts at 5:00 p.m.; meeting starts at 5:30 p.m.
- XIV. 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 8:14 p.m.

Respectfully submitted,

APPROVED 1/15/2020

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.)