



EXECUTIVE BOARD MEETING MINUTES

July 15, 2020

Position	Name	Position	Name
• President	Matt Hilton	• At-Large, 12	Vivian Lalangan
E 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	Valyria Lewis
• At-Large, 11	Roger Clark		

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

Observers Present: None

- I. The meeting was called to order at 5:00 p.m. by Matt Hilton.
- II. Roll was taken by Jennifer Barker.
- III. Guests: Stacy Chamberlain, Rebecca Saunders
- IV. Officer Reports
 - a. President’s Report: See submitted report.
 - i. CIRT Update: LOA was agreed to and ratified at 94.8%. We had really good turnout, even with COVID and no ability to do a get-out-the-vote push.
 - ii. AFSCME Convention: No election is needed since there were fewer candidates than slots. Resolutions on “End Cash Bail” and “Police Reform” will be brought forward; due to time constraints, these will be brought forward by individual delegates, not as endorsed by the board.
 - iii. Hardship Program: This is back online. Referrals will go through the SMART Center and LCSA will take over after the initial screening. LCSA will be able to process up to 10 referrals per week.
 - iv. LOA—Supplemental Workers Comp Extension: This extends the 80 hours to keep COVID-diagnosed employees whole through December. It supplements workers’ comp and will keep an employee whole for about three weeks. It was

moved by Matt and seconded by Jesse to approve the LOA. **Motion passed unanimously.**

- v. Parking at OHSU: A lot of people are concerned about being expected to take public transportation, but they can't afford parking. We can work out an AAEO accommodation to cover parking costs if they have a medical diagnosis.
- vi. LCSA Donation: They're not charging us to process the hardship-fund requests. We'd like to make a donation of \$4,000, using repurposed unused funds for board meals. It was moved by Matt and seconded by Jesse to donate \$4,000 to LCSA. **Motion passed unanimously. (mm#070120)**
- b. Vice President's Report: No report submitted.
- c. Treasurer's Report: See submitted reports. 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-20 Balance Sheet and Apr-20 Profit & Loss. **Motion passed unanimously.**
- d. Secretary's Report: It was moved by Jennifer and seconded by Karri to approve the following minutes: Jun-20 E-Board and Jul-20 E-Committee. **Motion passed unanimously.**
- e. Chief Steward's Report: See submitted report. Matt urged board members to become stewards—representational stewards are especially needed.

V. Staff Reports

- a. Baker: See submitted report. Radiology has four employees that they'd like to make coordinators (currently being paid for work out of class). We'll do a letter of agreement for this since the employees are all in different units; otherwise it would need four separate class specs.
- b. Grami: Screeners and concierges have COVID-related safety concerns and horror stories. Things are moving in the right direction currently; we were going to do a big publicity push, but that's in a holding pattern right now. A lot of these front-line workers are experiencing high levels of stress and even PTSD. Food & Nutrition has several investigations going on—the outside one re: COVID is finished, but we don't have a report-out yet. We do know that in discussions with OHSU, they only mentioned patients—there wasn't one mention of employee safety or struggles. We've caught a bullying manager violating HIPAA red-handed—we've provided three names confirming this, and will likely demand the manager be released if this is proven. There are also long-standing problems with barista supervisors; we now have an agreement with HR to form an LMC in the department, and Ross will provide the barista survey to management next week. We want to ask the manager to be released; if that doesn't work, we'll do a board-endorsed public letter about the matter. Ross has two grievances that need arbitration review.
- c. Lewis: She has a termination case involving an employee without child care who was deemed to have been resigned, even though she had been in communication with her manager. Vee also filed a grievance re: a warning letter that was deemed to have been

- d. used as an intimidation tactic; these warnings aren't grievable, but the way this particular letter was used was, and it was overturned. Tomorrow she will participate in a follow-up conversation to her earlier radio interview with Bob Rossi.

VI. Committee Reports

- a. Community Liaison (Acena): See submitted report.
- b. Data Maintenance (Crabb): Nothing to report.
- c. Education & Training (Clasen): See submitted report. Molly has talked with Lia Sebring re: reallocating Molly's budget. We want to do some virtual trainings. There has been a decrease in requests for the CWE Center's conflict-coach program—please help her get the word out.
- d. Political Action (Gale): See submitted report. Donations have been made to Unite Oregon and to Pacific NW Family Circle. David is waiting for candidate interview dates from Eva and will disseminate this information through ICC.
- e. Internal Communications (Miller): If you have a social-media campaign you'd like to see happen, work with Jesse.
- f. Building (Chapman): See submitted report.
- g. Policy (Barker): See submitted report.

VII. Other Reports

- a. Employee Advisory Council (Irvan): See submitted report.
- b. EBC (Barker): See submitted report.
- c. Market-Based Wage Committee (Baker): See submitted report.
- d. OHSU Policy (Barker): See submitted report.
- e. Parking (Bandy): See submitted report.
- f. Safety (Chapman): See submitted report. There isn't really any oversight of the OSHA safety committee programs that have been put in place. The OHSU safety committee only looks at a tiny portion of accident/safety reporting. Let Mark know if you or coworkers have safety concerns. Ross noted that Jeff Vogt would be an excellent person to fill any vacancy on an appropriate safety committee. OSHA finally got back to Ross about a Food & Nutrition complaint he filed on April 3. Kate and Ross will work with Mark to attend some of these meetings.
- g. NOLC (Ashby): See submitted report.
- h. SWCLC (Lloyd-Siemer): See submitted report.
- i. Child-Care Committee (Barton): OHSU sent out a survey about child-care needs. Respondents were mostly health-care employees. About half spend five or more hours per day on childcare since the pandemic, more than half have had to change their schedules, 37% have considered changing jobs, and 30% are thinking of leaving the workforce altogether. Affordability of child care is the main concern. The majority of respondents don't have a plan for fall since schools are up in the air; 41% don't have the materials needed to homeschool. About 40% stated they would definitely use affordable onsite child care. There are financial and emotional burdens involved, which overwhelmingly affect women instead of men. The committee will be bringing the data to Greg Moawad, but it's unclear how it will be disseminated. Can we get a blog article?

OHSU is looking at Rood Pavilion for child care or repurposing an area on the hill. Cassie will share the survey results with the board; verbal conversation with coworkers about it is probably okay, but please don't send a mass email to coworkers, share Cassie's actual notes, etc. TJ mentioned the universal-preschool ballot measures coming up in the fall.

VIII. Old Business: None.

IX. New Business:

- a. Guest—Rebecca Saunders: Rebecca is the newly hired Workplace Education Specialist at the CWE Center. She's a CWE Center success story—she took classes and worked her way up the ladder at OHSU. She will be building and facilitating the Workplace English and Adult Basic Education programs.
- b. Guest—Stacy Chamberlain: The Council 75 executive board issued a statement after the police killing of George Floyd, to show support for black members in our union. The statement was crafted carefully, in order to be mindful of the different politics and outlooks across the state. Council wanted to ensure the statement included the phrase "Black Lives Matter." The statement included a "call in" to action. After the statement was released, there was a lot of pushback from the corrections locals, who felt it was a call out. As a result, the council brought the board back together for a discussion re: next steps. As a result, another statement was issued, with an apology to the corrections members. The council equity & inclusion group has been focusing on the black caucus right now. Celeste Jones is running point on this caucus/committee work. This kind of work can longer be treated like an "add on" to people's work. Council will be putting together a series of trainings for staff and conversations for local presidents to have. Please let the council know if we have members who are interested in getting active in the black caucus. Council will be doing its own "2020 census" to determine the demographics of council-represented employees. An emergency IU board meeting was held on Monday.
- c. Union for Sustainable Economy: This is a new union that's trying to organize at the Center for Sustainable Economy. Matt and TJ will work on something to show our support.
- d. Membership Numbers: Casey asked if we could get a quick update each meeting re: membership numbers, ups and downs, etc. Jordan can probably do this as part of his lost time.
- e. NEE Pilot Program: Council is putting together a pilot new-employee-engagement program to help locals around the state get and keep their numbers up. We will be discussing this at the next unit-steward meeting. Kate would like to call out Kasey, Jim, and Cassie—they've been fantastic about reaching out to new employees and getting membership cards.
- f. OHSU Health—Tuality and Adventist. Kate reports that we're actively organizing at Tuality. Organizers met with an attorney yesterday and talked about how to best move forward. We've accreted their PBS and ITG departments, but not the others. Kate will talk with Greg.

- X. Announcements: None.
- XI. The next meeting will be held online on Wednesday, August 19, at 5:00 p.m.
- XII. Seeing no additional business before the body, Matt Hilton adjourned the meeting at 7:07 p.m.

Respectfully submitted,
APPROVED 8/19/20



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.)