



# EXECUTIVE BOARD MEETING MINUTES

## September 16, 2020

Position	Name	Position	Name
E President	Matt Hilton	E At-Large, 12	Vivian Lalangan
● Vice President	Michael Stewart	● Building Manager, 13	Mark Chapman
● Treasurer	Claire Irvan	● At-Large, 14	Brandy Goldsberry
● 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	● 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	Sima Anekonda
○ At Large, 9	Christine Murray	● Staff	Kate Baker
● At Large, 10	Cynthia Peckover	● Staff	Ross Grami
● At-Large, 11	Roger Clark	● Staff	Vee Lewis

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

Observers Present: None

- I. The meeting was called to order at 5:02 p.m. by Michael Stewart.
- II. Roll was taken by Jennifer Barker.
- III. Guests: None
- IV. Officer Reports
  - a. President's Report: See submitted report.
  - b. Vice President's Report: See submitted report.
  - 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 Statement of Financial Position, Jun-20 Statement of Activities, and Jun-20 Statement of Functional Expenses. **Motion passed unanimously.**
  - d. Secretary's Report: It was moved by Jennifer and seconded by Jim to approve the following minutes: Aug-20 E-Board and Sep-20 E-Committee. **Motion passed unanimously.**
  - e. Chief Steward's Report: See submitted report. There has been curtailment based on air quality—we've gotten reports from the School of Dentistry and West Campus that employees were sent home early. Haley has been in contact with Hollie and the applicable HR business partners; our ask is to allow employees to also use sick time to cover the lost hours. Kate had a member ask about using sick time for smoke issues—she reached out to Greg, who referred her to Michelle LaPorte. More to come.
    - i. Arbitration—J.V. Case: This is related to Article 7.I.I (clean-up time language for changing out of employer-provided work attire on work time). Food & Nutrition management isn't allowing employees to change on work time. We asked for five

minutes at the end of the day for employees to change. The council attorney feels that we have a good case. OHSU takes issue due to the “special clothing” wording—the local feels it includes cooks’ jackets, scrubs, etc. It was moved by David and seconded by Casey to spend up to \$15,000 from contract defense to take the J.V. case to arbitration. **Motion passed unanimously. (mm#090420)**

V. Staff Reports

- a. Anekonda: Sima has been taking on investigatory meetings and continuing her orientation and training.
- b. Baker: See submitted report.
- c. Grami: The Food & Nutrition LMC is a go. We are working on recruitment, scope, and makeup. Ross is still waiting on the COVID report and the culture study. This department may have mass layoffs coming due to closures of certain facilities. There are still issues in the infusion pharmacy. Our info request was initially denied, but after discussion OHSU will now honor the request rather than take a ULP. Various other grievances ongoing. OHSU is proposing a health-care operations specialist reclassification (from admin coordinator); we may bargain over this rather than do an LOA. Several cases are in various stages of arbitration. Ross is working on two new committees: harassment & discrimination and election response.
  - i. Respiratory Therapy—Casey brought it to Ross’s attention that RT hasn’t been giving folks their differentials when using sick time; this could be a potential class grievance for the entire bargaining unit (involving back pay for two years)—more next month. OHSU is a repeat offender in this regard—Casey got back pay about 10 years ago from OHSU having done the same thing.
  - ii. West Campus—Two primates died following an incident with a probationary employee. The employee was terminated. Haley helped coordinate the crisis response following the event. She worked with Cascade Centers EAP re: problems with judgment around animal research; their counselors were retrained.
- d. Lewis: We were going to file a ULP on failure to bargain around giving additional assignments around collections, but OHSU rescinded the changes.
  - i. Arbitration—L.B. Case: This is another “deemed to have resigned” case. It was moved by Trisha and seconded by David to spend up to \$15,000 from contract defense to take the L.B. case to arbitration. **Motion passed unanimously. (mm#090120)**
  - ii. Arbitration—B.A. Case: This case involves a member who tried to rescind a resignation; OHSU didn’t accept the rescindment. It was moved by Jesse and seconded by Roxana to spend up to \$15,000 from contract defense to take the B.A. case to arbitration. **Motion passed 16-2-0. (mm#090220)**
  - iii. Arb Arbitration—G.R. Case: This is a termination involving a long-time employee with no prior discipline or performance issues. It was moved by Haley and seconded by Karri to spend up to \$15,000 from contract defense to take the G.R. case to arbitration. **Motion passed unanimously. (mm#090320)**

VI. Project Charters

- a. BLM Pins (Miller): It was moved by Jennifer and seconded by Ashlee to spend \$350 from project-charter funds to order 500 2 1/4” Local 328/Black Lives Matter pins. **Motion passed unanimously. (mm#090520)**

- b. LCSA Donation (Parr): About 4,000 Oregon AFSCME members have been impacted by the wildfires. After Casey submitted this project charter for a donation to LCSA, he learned that the council is setting up its own hardship fund. It was moved by Michael and seconded by Casey to spend \$5,000 from project-charter funds for a donation to Council 75's fire-relief fund. **Motion passed unanimously. (mm#090620)**

VII. Committee Reports

- a. Community Liaison (Acena): See submitted report.
- b. Data Maintenance (Crabb): Nothing to report.
- c. Education & Training (Clasen): See submitted report.
- d. Political Action (Gale): See submitted report. David has a lot of information he'd like to publicize to the members over the coming weeks, prior to the election. It was moved by David and seconded by Jesse for the local to sign off on the Pacific Northwest Family Circle letter re: the federal power grab by the U.S. Attorney's office. **Motion passed unanimously.**
- e. Internal Communications (Miller): Nothing to report.
- f. Building (Chapman): See submitted report.
- g. Diversity/Equity/Inclusion (Acena): See submitted report.
- h. Policy (Barker): See submitted report. An earlier email vote to approve the draft policies didn't reach a quorum, so we need to vote on the policies tonight. Due to questions that need clarification, the draft policies on Policy Creation & Revision and Steward Representation Conflicts were pulled for further discussion. It was moved by Jennifer and seconded by Karri to approve the presented draft policies (Contract-Defense Fund; Property; Money Motions; Check Signing; Officer Stipends; Transportation Reimbursement; Executive-Board Attendance Expectations; Email Voting by Executive Board, Executive-Board Hardware & Software, Duties of Executive-Board Members, Mileage Reimbursement; Reimbursements to Members; Committees; Resolutions; Strike Vote; Complaints Against Stewards; Steward Qualifications; Union Records; Complaints Against Member Leaders; Complaints Against Staff). **Motion passed unanimously.** There are now four remaining unapproved policies (the two referenced above, plus the draft policies on Arbitrations and Member Appeals) that need to be discussed at a to-be-scheduled policy-committee meeting. Per the constitution, this meeting needs to be announced to the membership a month in advance. More to come.

VIII. Other Reports

- a. EBC (Barker): See submitted report.
- b. Parking (Bandy): See submitted report.
- c. OHSU Policy (Barker): See submitted report. Please review the summary of proposed changes and comment on OHSU Now if you have any concerns.
- d. Safety (Chapman): See submitted report.
- e. NOLC: See submitted report.
- f. SWCLC: No report submitted.

IX. Old Business: None.

X. New Business

- a. Election-Response Committee (Grami): This committee has just formed—current members are Ross, Michael, and Claire. We need to get ahead of things and be ready with messaging, actions, safety, etc. Soliciting board members who might like to be

involved. There was extensive discussion re: the scope of this committee. Jim and Roger volunteered to be on the committee. There may be some financial asks—for ordering supplies—via email. Contact Michael if you'd like to be on the committee.

- b. Committee Budgets Due: If you're a committee chair, please submit your draft budget to Matt in time for review by the executive committee at their meeting on October 14.
- c. Harassment & Discrimination Committee: This committee formed this month from the steward meeting. It will be meeting regularly and recruitment is underway. The intent is to assist the stewards who handle harassment & discrimination cases, organize trainings for stewards, discuss current cases, etc. Please contact Jesse if interested. Sima, Ross, and Claire are also on this committee.

XI. Announcements: None.

XII. The next meeting will be held at 5:00 p.m. on Wednesday, October 21, via Google Meet.

XIII. Seeing no additional business before the body, Michael Stewart adjourned the meeting at 7:41 p.m.

Respectfully submitted,

*APPROVED 10/21/20*

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