



EXECUTIVE BOARD MEETING MINUTES

October 21, 2020

Position	Name	Position	Name
● President	Matt Hilton	● At-Large, 12	Vivian Lalangan
● 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	E 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	E Staff	Vee Lewis

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

Guests/Observers Present: None

- I. The meeting was called to order at 5:02 p.m. by Matt Hilton.
- II. Roll was taken by Jennifer Barker.
- III. Guests: None
- IV. Officer Reports
 - a. President's Report: See submitted report.
 - i. Budget Preparations: All the committee budgets have been sent in. Budget meeting next month.
 - ii. Robert's Rules of Order/Parliamentarian: We'll have a January presentation from a parliamentarian. The parliamentarian Matt spoke to said that the president shouldn't make motions or vote in most cases at the EB meeting, but it's okay to vote at EC meetings.
 - iii. Membership Meetings: There were technical issues due to Meet/VPN. Future meetings will be held on Zoom. We will be relaunching the meetings in January to ensure they're well planned and publicized.
 - iv. Video-Conferencing Platform: We will be switching from Meet to Zoom for board meetings; Matt will send the links.
 - v. December Meeting: We'd like to hold a Zoom happy hour on December 16.
 - b. Vice President's Report: See submitted report. Please take a look at the comms/petition re: organizing at OHSU Hillsboro (Tuality).
 - c. Treasurer's Report: See submitted reports. The CPA wants to know that the board is okay with the format of the reports, if we're getting enough detail etc. We used to get detail re: transactions (e.g., who the payments were made to). 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: Jul-20 Statement of Financial Position, Jul-20 Statement of Activities, and Jul-20 Statement of Functional Expenses. **Motion passed unanimously.**

- d. Secretary's Report: It was moved by Jennifer and seconded by Roxana to approve the following minutes: Aug-20 E-Committee, Oct-20 E-Committee, Sep-20 E-Board, and 10-20 Special E-Board. **Motion passed unanimously.**
- e. Chief Steward's Report: See submitted report. Matt and Haley met with Anca Tudorache from OHSU to get a more detailed report on steward hours. Twenty-two stewards have been trained. Some funds from unspent steward hours will be going toward Haley's lost time; she also wants to take some trainings through Council 75 and the CWE Center and will include information about this in her future reports.

V. Staff Reports

- a. Anekonda: RLSB dental assistants are looking to be reclassified; Kate will be helping Sima get up to speed on this. Trisha asked to touch base on this.
- b. Baker: See submitted report. We still need a union backup for LMC—let Kate know if you're interested. Next Wednesday folks will start seeing some fundraising requests for the OHSU food pantry.
 - i. LOA—ED CNA Extension: This would extend the same LOA we've extended two times before. The ED just needs extra folks to be safety attendants; pay is double time for four hours. It was moved by Cassie and seconded by Haley to approve the LOA. **Motion passed unanimously.**
- c. Grami: PANDA is going through a restructuring that would result in a loss of 1.5 FTE; we may be a need to put some political pressure on OHSU. It seems like OHSU might be thinking of starting to outsource the PANDA unit, e.g., to Life Flight. Home Infusion Pharmacy (a small unit five pharmacists and two techs) has been having staffing issues and are on call two weeks at a time every few weeks (as salaried, they don't get paid for being on call)—they have ~33% more work since COVID. We would like to use our contractual twice-yearly staffing review for this unit. We won the HOS arbitration for sick-time usage—the termination was overturned and it was ruled that the employee should be reinstated with full back pay (for almost a year). The arbitrator ruled against OHSU's "one-track" discipline system around attendance, stating that linking attendance issues to other issues violates progressive discipline and just cause. This is a big win—we now have a legal tool to invoke early and often when OHSU tries to "stack" discipline like this. In August we were going we were going to put together a letter to pressure OHSU to remove manager Food & Nutrition manager MF, but held off until this month per OHSU's request. We've been informed that this manager will not be an OHSU employee after November and that Greg would like to put a barista on the interview panel for a replacement.
- d. Lewis: No report submitted.

VI. Project Charters

- a. Food Pantry Grocery Bags: It was moved by Michael and seconded by Casey to spend \$1,700 from project-charter funds to purchases AFSCME-branded grocery bags for the OHSU food pantry. **Motion passed unanimously. (mm#100220)**
- b. DEI Lost Time: It was moved by T.J. and seconded by Haley to spend \$1,436.82 from project-charter funds for lost-time for T.J. for four hours a week to manage the duties of the DEI committee through the end of January. **Motion passed unanimously. (mm#100320)**

VII. Committee Reports

- a. Community Liaison (Acena): See submitted report.
- b. Data Maintenance (Crabb): Nothing to report.
- c. Education & Training (Clasen): See submitted report. Molly previously shared a link to the CWE Center FY20 annual report to the board. They really had to pivot their model due to COVID, and have gotten a lot of positive feedback re: the virtual classes (they're more accessible). Rebecca Saunders was hired as a workplace education specialist.
- d. Political Action (Gale): See submitted report. There's a GOTV text banking event for Oregon & Washington on October 25—sign up if interested. PAC recently made a \$500 donation to candidate Rima Ghandour. It moved by David and seconded by Jesse to endorse ballot measure 26-17. After discussion, it was moved by Jennifer and seconded by Cassie to call the question; motion passed unanimously. **Motion failed 4-13-1.**
- e. Internal Communications (Miller): There was a really productive ICC meeting before today's board meeting. ICC will be working on bargaining comms throughout 2021. We would like to get board members and stewards to start writing articles for the blog. Casey will write an article in December; Roger will write one in January. Let Jesse know if you're interested in joining the ICC.
- f. Building (Chapman): See submitted report.
- g. Diversity/Equity/Inclusion (Acena): See submitted report.
- h. Policy (Barker): See submitted report.

VIII. Other Reports

- a. OHSU EBC (Barker): See submitted report.
- b. OHSU Parking (Bandy): See submitted report.
- c. OHSU Policy (Barker): See submitted report.
- d. OHSU Safety (Chapman): See submitted report. Kate and Ross went to the last safety meeting but were told afterwards that they weren't welcome to attend on a regular basis. Kate would like the full board to attend the next meeting.
- e. NOLC: See submitted report.
- f. SWCLC: See submitted report.

IX. Old Business

- a. Child-Care Committee (Barton): \$7.5 million made available, \$1 million has been used. Probably because the people who need it most aren't aware of it. Talking about expanding the eligibility for disabled children. How has OHSU reached out to people? Is there a flyer? Have they contacted people who are currently on OFLA? Will put this on the agenda for the Monday leadership meeting with HR. Per contract, we can have 40% AFSCME on the committee—we can have at least 10 more people. Email Mark if interested in attending.
- b. Membership Report (Parr): This will be a standing report each month. We have 5,436 members, 476 fair-share payers, 1,041 non-dues payers, and 13 non-member dues payers. There are 202 departments with 100% membership. Departments with most non-members include Hospital Transportation, Ambulatory Pharmacy, and Sterile Processing. OHSU decided to stop sending us data re: new hires; we informed HR that they were out of compliance with HB 2016 and believe that the problem has been resolved.
- c. Election-Response Committee (Grami): Ross will order the approved supplies and ask for reimbursement. We were asked several different ways to join the PDX Defending Democracy group. More to come via email.

- X. New Business: None.
- XI. Announcements: Hollie Hemenway is retiring from OHSU.
- XII. The next meeting will be held Wednesday, November 18, at 5:00 p.m.
- XIII. Seeing no additional business before the body, Matt Hilton adjourned the meeting at 7:19 p.m.

Respectfully submitted,

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.)