



# EXECUTIVE BOARD MEETING MINUTES

November 18, 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	n/a	At-Large, 16	VACANT
•	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	n/a	Trustee, 1	VACANT
n/a	Political Action, 6	VACANT	○	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 5:03 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. Board Vacancies: We have three vacancies on the board (David, Ashlee, and Marci Jo have resigned due to personal reasons). Eli expressed interested in serving as PAC chair; other parties are interested in the other vacancies. It was moved by Jesse and seconded by Roxana to appoint Eli as PAC chair. **Motion passed unanimously.**
    - ii. EBC Vacancy: This is probably one of the most impactful committees for our members outside of bargaining. The member who is appointed should be someone who’s already involved with the union. More to come.
    - iii. eZone Replacement Committee: The eZone is about 20 years old, so we are looking at transitioning to a new, more functional system. Claire and Jennifer will have an initial discussion with Chris Tsongas. Trisha has been arranging demos for alternatives.
    - iv. December Get-Together: There will be an optional Zoom social hour for the board on Wednesday, December 16, at 5:00 p.m.
    - v. Bargaining Ramp-Up: The bargaining leadership team met with staff and others on Friday, in order to get a head-start on bargaining planning—communications, surveys, bargaining issues, etc. By starting early, we’ll have time to really hone

our proposals, training, and team. Now is the time to start thinking about running for the bargaining team or recruiting potential candidates. Let Matt know if you have contract issues for us to bring up in bargaining.

- 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: Aug-20 Statement of Financial Position and Aug -20 Statement of Activities. **Motion passed unanimously.**
- d. Secretary's Report: It was moved by Jennifer and seconded by Haley to approve the following minutes: Oct-20 E-Board and Nov-20 E-Committee. **Motion passed unanimously.**
- e. Chief Steward's Report: See submitted report.

#### V. Staff Reports

- a. Anekonda: Sima is working on a reclassification for a couple of dental assistants.
- b. Baker: See submitted report.
- c. Grami: Ross is working on some settlements with OHSU. The work of the election-response committee continues; they have attended two marches. Our local posted more election-related content than any other council on the west coast. Ross is still working on issues in Home Infusion Pharmacy and in Food and Nutrition. A class spec for Healthcare Operations Specialist will hopefully be able to be voted on soon. The RO arbitration is still in process.
- d. Lewis: No report submitted.
  - i. LOA—Bicultural Qualified Mental Health Professional 2: It was moved by Jennifer and seconded by Jesse to approved the Bicultural QMHP2 class specification. **Motion passed unanimously.**

#### VI. Committee Reports

- a. Community Liaison (Acena): See submitted report.
- b. Data Maintenance (Crabb): No report submitted.
- c. Education & Training (Clasen): See submitted report.
- d. Internal Communications (Miller): See submitted report. Contact Jesse if you'd like to write an article.
- e. Building (Chapman): See submitted report.
- f. Diversity/Equity/Inclusion (Acena): See submitted report.
- g. Policy (Barker): See submitted report.
- h. Safety (Chapman): See submitted report.

#### VII. Other Reports

- a. Membership Report (Parr): As of November, we have 5,424 dues-paying members (77.4% membership). The issue is with new employees and NEO—membership percentage by hire date has been dropping since January. There was discussion re: sending an email to and holding a meeting for current non-members.
- b. Unit-Steward Report (Zimmer-Stucky): See submitted report. Kasey plans to submit regular reports. She has been working with Kate and Jordan. Unit-steward trainings are set up. She is encouraging unit stewards to pull coworker lists from the eZone in order to reach out to people who are teleworking. Kate has spoken to Lia Sebring about doing communications to reach teleworkers. New comms pieces have been done in a more visual/graphic style (less text).
- c. OHSU EAC (Irvan): See submitted report.
- d. OHSU EBC (Barker): See submitted report.

- e. OHSU Parking (Bandy): No report submitted.
- f. OHSU Policy (Barker): See submitted report.
- g. NOLC: See submitted report.
- h. SWCLC: See submitted report.

VIII. Old Business

- a. Arbitration Updates: Our intent is to work on getting arbitration updates to the board; Cassie is working with Tedesco. Per Ross, we have 21 active arbitrations. Arbitrations take about a year to resolve. It's somewhat difficult even for staff to get timelines for arbitrations once they get into the hands of the attorneys—there aren't strict timelines like there are in our contract. We will hopefully have more information about this process in January. Some arbitration information can be viewed on the Oregon Employment Relations Board website.

IX. New Business

- a. 2021 Budget: We were conservative in estimating our income for 2021—we based our budget for the year on 5,000 members. The unit-steward budget will need to be presented in January. It was moved by Haley and seconded by Michael to approve the 2021 operating budget of \$232,955.61 and the committee budgets of \$50,176.98. After discussion, it was moved by Jennifer and seconded by Trisha to call the question; motion passed 13-3-0. **Original motion passed 14-1-1. (mm#110120)**

X. Announcements

- a. PAC: Eli is trying to get three dates together for text-banking as a group for the Georgia runoff elections. <https://actionnetwork.org/forms/volunteer-for-the-georgia-run-off>
- b. LOA: Trisha has prepared an LOA stemming from a social-worker grievance—please check your email for an email vote on this by the end of the week.
- c. VMO in Georgia: This will be open to people who've done a VMO before. Stay tuned from more information from Kate.

XI. The next meeting will be held via Zoom on Wednesday, January 20, 2021, at 5:00 p.m.

XII. Seeing no additional business before the body, Matt Hilton adjourned the meeting at 6:18 p.m.

Respectfully submitted,

*APPROVED 1/20/21*

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.)*