



# EXECUTIVE BOARD MEETING MINUTES

March 17, 2021

	Position	Name		Position	Name
•	President	Matt Hilton	○	At-Large, 12	Vivian Lalangan
•	Vice President	Michael Stewart	•	Building, 13	Mark Chapman
•	Treasurer	Claire Irvan	E	At-Large, 14	Brandy Goldsbury
•	Secretary	Jennifer Barker	•	At-Large, 15	Karri Garaventa
E	Chief Steward	Haley Wolford	•	At-Large, 16	Jeff Vogt
E	Community Liaison, 1	Lia Sebring	•	At-Large, 17	Casey Parr
•	Data Maintenance, 2	Trisha Crabb	•	DEI, 18	TJ Acena
•	Education & Training, 3	Molly Clasen	•	At-Large, 19	Karyn Trivette
•	At-Large, 4	Roxana Logsdon	E	At-Large, 20	Kasey Zimmer-Stucky
•	At-Large, 5	Cassie Barton	•	Trustee, 1	Dana Hendricks
•	Political Action, 6	Eli Shannon	E	Trustee, 2	Mike Bandy
•	Internal Communications, 7	Jesse Miller	•	Trustee, 3	Natie Dutro
•	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 Matt Hilton.
- II. Roll was taken by Jennifer Barker.
- III. Guests: None.
- IV. Officer Reports
  - a. President's Report: See submitted report.
    - i. Council Convention: Convention is coming up; we may be electing a new council president.
    - ii. OHSU Sexual-Harassment Lawsuit: There was a picket on Saturday and a vigil today. We're in the process of submitting information requests. Eli is working with council to find sympathetic legislators. Laura Stadum contacted us, but we want it to be clear that we're not working in tandem with AAEO. She has years of reports she can look at; she already knows what she should do. We need to hone our demands list and move on it; the preference was to do this outside of the regular board meeting, with a separate ad-hoc committee. Joni gave a presentation at the Employee Advisory Council meeting. AAEO has always said the right thing—we've always wanted to partner with OHSU about these issues, but they've always just given lip service. The time to reach out was before all of the latest problems. Since there's not a will in the organization to change, we should send folks away to agencies with teeth (BOLI, EEOC, etc.). Right now, AAEO is part of an apparatus that suppresses complaints. It was felt that AAEO wanting to meet isn't to come up with solutions, but to take the union's temperature and message that the union is working with them. It was felt that

talking with them will change nothing—they're willing to talk about changes but not implement them. Most of the board doesn't see the value in meeting with them. We need to finalize our list of demands and send it out to leadership (similar to what BERG did) and the lawsuit defendants. It was moved by Cassie and seconded by Jesse to create an ad-hoc committee to meet at a later date to hone the demands list, which will then be voted on by email by the executive board. **Motion passed unanimously.**

- iii. Social Gatherings: Discussion about social gatherings is deferred to a later meeting when other board members are in attendance. Matt reminded the body that the executive committee answers to the board, and that decisions aren't written in stone. Board members can bring things up during new business, ask for a decision to be revisited, etc.
  - iv. Membership Meetings: We've worked out how to do manual approval of registration and manual entry in Zoom, but is WebEx better? We need to ensure we can't be Zoombombed again. It was explained how the manual registration process would work. Member leaders have too much on our plates with activities related to the sexual-harassment lawsuit to hold a meeting in April. We can hopefully to hold a meeting on May 5.
  - v. COVID LOA Extension: The current LOA is set to expire March 31. It was moved by Cassie and seconded by Eli to extend the LOA through end of June, so we have the approval ready when OHSU approaches us. **Motion passed unanimously.** There are problems with the LOA's language around attendance not being honored—we'll follow up on that.
  - b. Vice President's Report: See submitted report. Michael changed the report format so it's hopefully more helpful.
  - c. Treasurer's Report: See submitted reports. Committee chairs should make sure they consider how many people they want to lost time for (beyond the lost time for the chairs) and budget accordingly. Shout out to Oregon Labor Candidate School—this is held one Saturday a month for six months, working with I I unions. Participants don't necessarily need to want to run for office; the training can be used as a strategy for networking. How can we support the Alabama Amazon workers who are trying to organize? Could we work with an Alabama AFSCME local to provide food? More to come hopefully. TJ and Claire have completed four out of five sessions of council's equity training; they want to get that training out to the whole membership, not just the board. Ruth is testing out reports that might be more helpful—please check out the draft budget comparison report for Jan-21. 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: Dec-21 Profit & Loss Statement and Dec-21 Balance Sheet. **Motion passed unanimously.**
  - d. Secretary's Report: It was moved by Jennifer and seconded by Claire to approve the following minutes: Mar-21 E-Committee and Feb-21 E-Board. **Motion passed unanimously.**
  - e. Chief Steward's Report: See submitted report.
- V. Staff Reports
- a. Anekonda:
    - i. LOA—Dental Assistants: This LOA gives a 10% raise for all dental assistants, changes DA 2 to DA advanced, and gives a retention bonus. In general, the

affected employees support the LOA, but the 5 or 6 hospital DAs (out of 32) feel it doesn't really meet their needs—OHSU will commit to better evaluate their specific duties. The LOA isn't 100% perfect, but Sima recommends approval. It was moved by Cassie and seconded by Jennifer to approve the LOA. **Motion passed unanimously.**

- b. Baker: See submitted report. The J.G.G. arbitration was held; briefs were attached to Kate's report. We should hear something in about a month. The preceptor pay/ weekend differential arbitration is coming up in about a week; Casey, Roger, and Karyn will be involved. The bargaining team was asked to send Kate copies of notes from April 2019 through August 2019.
- c. Grami: See submitted report. The alleged racist in Respiratory Therapy has moved on. An EEOC claim is pending. There are no additional updates on the Ross's pending arbitrations. The R.O. arb is scheduled for May 4 & 5—Ross has asked for settlement options. We are waiting for dates on B.M.
  - i. LOA—Healthcare Operations Specialist: This is a class spec reclassification to move these employees up from grade 29 to 31. The employees still feel underpaid, but are in favor of the LOA. We will work on other LOAs later. LOA—Enrollment Coordinator: The affects no current employees. Ross recommends a yes vote. It was moved by Karri and seconded by Casey to approve the Healthcare Operations Specialist LOA and the Enrollment Coordinator LOA. **Motion passed unanimously.**
- d. Lewis: No report submitted.
  - i. LOA—Telemetry Monitor Tech ANI: Additional need incentive, additional \$7.50/hour in certain circumstances. It was moved by Casey and seconded by Michael to approve the LOA. **Motion passed unanimously.**

#### VI. Project Charters

- a. DEI Lost Time (Acena): TJ is asking for lost-time for his DEI committee work. It was moved by Jennifer and seconded by Roxana to spend \$3,526 from project-charter funds for lost time for 10 hours/month of lost time for TJ for six months. **Motion passed unanimously. (mm#030121)**
- b. eZone Rebuild (Wolford Davis/Barker): Jennifer explained the background for this project charter. Trisha, as a member of the eZone-rebuild committee, spoke in support. It was noted that the rebuild will allow for better searching/reporting functionality (such as for AAEO cases). Claire spoke in favor and discussed the financials. It was moved by Roxana and seconded by Karri to spend \$296,000 from contract-defense funds to rebuild the eZone as described in the project charter, pending board review and approval of the formal proposal/contract. (The detailed proposal/contract will be forthcoming if the board approves the rebuild concept and cost.) **Motion passed unanimously. (mm#030221)** The board was asked to let Haley know if there's something specific you want to see in the proposal, if you want Chris to come speak at a meeting, etc.
- c. Culture-Change Pins (Baker/Clark): We'd like to order green buttons with BELIEVE SURVIVORS—CHANGE THE CULTURE on them. It was moved by Trisha and seconded by Jeff to spend \$1,000 from project-charter funds for 500 round and 500 square buttons. **Motion passed unanimously. (mm#030321)**
- d. Rain Gear/Hats/Gloves (Baker): Please refer to Connie Seeley's March 16 update re: vaccine-clinic workers not having adequate gear for working outside in bad weather. It

was moved by Jeff and seconded by Trisha to spend up to \$5,000 from AFSCME Strong funds to purchase gear (gloves, ponchos, etc.) for the vaccine-clinic workers (which may include non-members). **Motion passed unanimously. (mm#030421)**

## VII. Committee Reports

- a. Community Liaison (Sebring): See submitted report.
- b. Data Maintenance (Crabb): Nothing to report.
- c. Education & Training (Clasen): See submitted report.
- d. Political Action (Shannon): See submitted report. Lobby Day is March 25. Eli is excited to see how the PAC can help hold OHSU accountable.
- e. Internal Communications (Miller): ICC met right before the board meeting. There's a lot in the works to prepare for bargaining. Jesse wants to do a harassment/discrimination survey in the near future. He also wants to start sending out a links-roundup email regularly, after the board meetings—send him ideas if you have any. Let him know if you have anything you wish to write a blog post about.
- f. Building (Chapman): See submitted report.
- g. Diversity/Equity/Inclusion (Acena): See submitted report. A DSA event, “Anti-Racist Unionism: Ben Fletcher & the IWW” will be held on March 20 at 11:00 a.m.; see the Facebook event (<https://www.facebook.com/events/768538047426415>) for details.
- h. Policy (Barker): See submitted report.
- i. Safety (Chapman): See submitted report.
- j. Membership Update (Parr): See submitted report. Numbers are still trending up. Since we started tracking numbers in October 2020, this is the first month that the number of non-members has gone down. Kate, Kasey, Casey, and Lia have been working hard on how to best reach new members. They met with council communications director David Kreisman this week and talked about the logistics of sending automated emails to new employees right as they start and at certain other intervals later—they will talk with the ICC soon about the actual message(s) involved. They will have David work on nicer glossy brochure for unit stewards and will also send something to people's homes. Kate noted that all of Casey's work on this is on a volunteer basis.

## VIII. Other Reports

- a. Employee Advisory Council (Irvan): See submitted report. OHSU is planning on multiple new positions to work on initiatives to help OHSU become an anti-racist institution and build a diverse workforce—none of these positions would be union-represented. OHSU is going to start compensating ERG leadership positions. Joni suggested having LOAs mention job experience before education; Claire noted that a lot of positions don't actually need the required bachelor's degree.
- b. EBC (Barker): See submitted report.
- c. Parking (Bandy): No report submitted.
- d. OHSU Policy (Barker): See submitted report. Jennifer sent along some policies and other documents relevant to the lawsuit.
- e. NOLC: See submitted report.
- f. SWCLC: No report submitted.

## IX. Old Business

- a. Roberts' Rules Plus Subcommittee (Clark): Nothing to report. Roger will hold another meeting next week. There was a brief discussion re: social gatherings and wanting everyone to feel their contributions are both welcome and valued.

- b. Unit Stewards 2021 Budget (Zimmer-Stucky/Sebring): It was moved by Jennifer and seconded by Karri to spend \$15,572 from contract-defense funds for the 2021 unit-steward budget. **Motion passed unanimously. (mm#030521)**
  - c. Council Letter/Resolution: This is pending. The personnel committee is being formed and we will hopefully have an update next month.
- X. New Business/Announcements
- a. Editing/Branding of Union Communications (Barker): Jennifer explained these guidelines.
  - b. Gender Equity Council Letter (Miller/Clark): The Gender Equity Council is a student group. They've developed a letter with a list of questions they want to ask leadership. The group is basically under the purview of Laura Stadum, so there are no questions directed at her specifically. Let Roger & Jesse know if you have feedback re: this letter.
  - c. Justice and Equity Committee: Roger, Jesse, and Lia attended this meeting last week. This group includes the ERGs. They had a good discussion about the lawsuit against OHSU, talked about the various groups' statements and demands. They will meet again in two weeks.
  - d. Ad-Hoc Lawsuit Demands Committee: Let Matt know if you'd like to be involved.
- XI. The next meeting will be held via Zoom at 5:00 p.m. on Wednesday, April 21.
- XII. Seeing no additional business before the body, Matt Hilton adjourned the meeting at 7:19 p.m.

Respectfully submitted,  
*APPROVED 4/21/21*

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.)*