



EXECUTIVE BOARD MEETING MINUTES

April 21, 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
• Chief Steward	Haley Wolford	• At-Large, 16	Jeff Vogt
• Community Liaison, 1	Lia Sebring	• At-Large, 17	Casey Parr
• Data Maintenance, 2	Trisha Crabb	E DEI, 18	TJ Acena
E 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	Dana Hendricks
• Political Action, 6	Eli Shannon	• Trustee, 2	Mike Bandy
• Internal Communications, 7	Jesse Miller	• Trustee, 3	Natie Duto
○ 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: Sarah Curtis

- I. The meeting was called to order at 5:05 p.m. by Matt Hilton.
- II. Roll was taken by Jennifer Barker.
- III. Guests: Shellie Powers (HMC), Aubry Raney, Aaron Kawamoto, Jacob Woods, Jen Laverdure
- IV. Officer Reports
 - a. President’s Report: See submitted report.
 - i. Council Resolution Follow-up: The recent meeting with the personnel committee went well. The council culture may change after a new council board president is elected.
 - ii. Welcome HMC Union: Shellie Powers was involved in organizing Hillsboro Medical Center. She is on the bargaining committee and is excited to start working on their contract. Issues include staffing, pay, and high turnover. There are 430 – 440 employees in their bargaining unit; the bargaining unit doesn’t include outpatient clinics associated with HMC.
 - iii. Hardship Fund: This is relaunching with improved processes and a significantly higher capacity to handle applications. The webpage will be reactivated by the end of the week.
 - iv. COVID LOA Extension: The current LOA expires April 24, after which the previous LOA would then go back into effect. We don’t like the older redeployment language, so we’ve asked to replace it with the redeployment language from the expiring LOA.
 - v. Council 75 Convention: This is happening at the end of the month. We’ll be presenting some resolutions.

- vi. 2022 Bargaining Budget: The draft budget was distributed for review; we'll discuss it at the next meeting.
- vii. Bargaining Survey: This will launch in July, around the time we open nominations for the bargaining team and executive board.
- b. Vice President's Report: See submitted report. Michael isn't running again for Council 75 RDI VP; Claire is running for special-sector VP.
- 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: Jan-21 Statement of Financial Position and Jan-21 Statement of Activities. **Motion passed unanimously.**
- d. Secretary's Report: It was moved by Jennifer and seconded by Karri to approve the following minutes: Apr-21 E-Committee and Mar-21 E-Board. **Motion passed unanimously.**
- e. Chief Steward's Report: See submitted report.

V. Staff Reports

- a. Anekonda: No report submitted.
 - i. LOA—IONM Reclassification: Employees Aaron Kawamoto, Aubry Raney, and Jacob Woods were in attendance to speak about the LOA. The pay grades proposed by OHSU don't seem high enough. Sima recommends a no vote. This reclassification hasn't been brought up yet with the market-based wage committee, but they're meeting next month—we would like to present on this classification, using the data the IONM folks gathered themselves. It was moved by Cassie and seconded by Claire to reject the LOA. **Motion passed unanimously.**
- b. Baker: See submitted report. Shout out to Casey and his department—see the Flex Staff Win article on the blog. During 2019 bargaining, we decided to not roll over those LOAs for departments will more than 15% flex employees. However, there are still departments over the 15% threshold—Kate is going to file a grievance if that doesn't change. Thanks to Roger and Karyn for testifying at a recent arbitration. We will be doing a large unit clarification soon. Shout out to Jeff Vogt for a huge win in Food & Nutrition—we were able to get three managers removed.
- c. Grami: See submitted report.
- d. Lewis: Vee has four outstanding grievances, and the B.A. arbitration coming up. She met with Dr. Jacobs. She's currently waiting for information from Jason at Tedesco re: the demographics of our arbitrations, and will send this information to OHSU leadership, with our demands, once it's available.

VI. Project Charters

- a. Swag (Zimmer-Stucky): It was moved by Cassie and seconded by Michael to spend up to \$60,000 for swag (key chains and badge pulls for NEE, tumblers for WFH employees, sunglasses for summer vaccine clinics, T-shirts for bargaining). Our top priority is the key chains, badge pulls, and tumblers. Michael made a friendly amendment to approve spending up to \$30,000 on key chains, badge pulls, and tumblers. Kasey can use the \$10,000 in the unit-steward budget for badge pulls now. Since there were questions re: which funding sources needed to be used for the swag purchases, the motion withdrawn until next month.

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. Information about a planned May Day event can be found here: <https://www.facebook.com/events/758632034843499>.
- e. Internal Communications (Miller): The ICC met before the board meeting. The committee is restructuring and reprioritizing. Let Jesse know if there's something he can write or if you want to write anything.
- f. Building (Chapman): See submitted report.
- g. Diversity/Equity/Inclusion (Acena): See submitted report. Jen Laverdure was in attendance to speak on the resolutions. It was moved by Jennifer and seconded by Eli to approve the candidate-endorsements and racial-justice resolutions to be presented at the Council 75 convention. **Motion passed unanimously.**
- h. Policy (Barker): See submitted report. The policy changes were: Alcohol—to remove a requirement to call out alcohol expenditures in budgets/project charters, Arbitrations—to reflect current practice, Education—to update the email address and change “release time” to “lost time” (editorial changes). It was moved by Jennifer and seconded by Trisha to approve the following three revised policies: Alcohol Expenditures; Arbitrations; Education, Training & Non-Convention Events, with an addition to the Arbitrations policy that we'll add verbiage stating that we'll bring updates to the executive board as they become available. **Motion passed unanimously.**
- i. Safety (Chapman): See submitted report. Mark will be taking a training through the OSHA website. He'll share info about the safety committee in the Facebook groups for the unit stewards and grievance stewards.
- j. Membership Update (Parr): See submitted report.

VIII. Other Reports

- a. BERG: Lia and Claire have been writing a monthly article/letter, going point by point through the BERG's 14 Points—let them know if you feel passionately about one of the points and would like to write an article. OHSU leadership has been responding. BERG leadership will be meeting with OHSU next week—they'll pick three or so of the top points to discuss.
- b. EBC (Barker): See submitted report.
- c. eZone Rebuild: Haley is trying to cover her eZone meetings with her steward lost time, but asks that any overages come out of the general lost-time budget rather than her steward budget. It was moved by Cassie and seconded by Jeff to approve Haley using the lost-time hours in the operating budget. **Motion passed unanimously. (mm#040121)**
- d. Parking (Bandy): Nothing to report. He still needs someone to take his place on this committee.
- e. OHSU Policy (Barker): See submitted report.
- f. NOLC: See submitted report.
- g. SWCLC: See submitted report.

IX. Old Business:

- a. Roberts' Rules Plus Update (Clark): Nothing to report.
- b. Equity & Justice Council Questions (Clark): These questions have been sent to leadership and Dr. Jacobs is drafting a response.
- c. Buttons: Let Roger know if you need any buttons.
- d. Box.com Going Away (Barker): Jennifer reminded the board that this is happening.

- X. New Business/Announcements
 - a. Unit Steward Investigation/Removal: A complaint was investigated and the decision was made to remove the unit steward in question. That member is coming to the board meeting next month to appeal the removal. The investigation report will be emailed to the board.
 - b. Dammell Investigation: The report from Cathryn Dammell's investigation report is now posted online.
 - c. Eric Holder Investigation: Do we need to come up with a strategy for utilizing the hotline?
- XI. The next meeting will be held via Zoom at 5:00 p.m. on Wednesday, May 19.
- XII. Seeing no additional business before the body, Matt Hilton adjourned the meeting at 7:25 p.m.

Respectfully submitted,

APPROVED 5/19/21

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 for review by the general membership.)