



# EXECUTIVE BOARD MEETING MINUTES

May 19, 2021

<b>Position</b>	<b>Name</b>	<b>Position</b>	<b>Name</b>
• President	Matt Hilton	• At-Large, 12	Vivian Lalangan
• Vice President	Michael Stewart	• Building, 13	Mark Chapman
• Treasurer	Claire Irvan	○ 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	• DEI, 18	TJ Acena
• 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	Dana Hendricks
E 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: Sarah Curtis
- IV. Officer Reports
  - a. President’s Report: See submitted report.
    - i. Hardship-Fund Improvements: The fund is back in business. The form we used previously was just a short referral form that went to the SMART Center for a full screening. Now the members complete the screening questions first. We need to use all the funds by the end of the contract and are on track to do this.
    - ii. Convention Debrief: Recognizing that this was a virtual convention, there were some challenges. We should probably have a resolution-writing workshop. Other logistical aspects could be tuned up. Delegates shared their thoughts about the convention.
    - iii. CDC Guidelines: We need to do a board retreat after the board election. New CDC guidelines state that masks aren’t necessary for gatherings of fully vaccinated people. Meeting venues are starting to open up for scheduling. For now, we’ll plan to do an in-person board retreat at the end of the year and will have a virtual option for those who are unvaccinated. Let Matt know if you have ideas re: topics that should be covered during the retreat.
    - iv. Bargaining Survey: We’re close to finalizing the questions for the bargaining survey. There’s a concern re: the survey getting too long, but we can do additional separate surveys, like for the CWE Center, DEI, etc. We want to launch the survey when the nominations open up.

- v. LOA—UMG Accretion: Accretion agreements are drawn up when OHSU absorbs workers from another organization—they bring folks into our bargaining unit. We generally like this UMG accretion agreement, but there’s a bit of an issue re: compensation. This agreement says that OHSU can “choose” to red-circle employees with higher salaries. It was moved by Roxana and seconded by Vivian to approve the LOA with the change that section 11 will say that the “employer shall leave employees’ compensation at their current level.” **Motion passed unanimously.**
- vi. LOAs—CNA ANI and ED Tech ANI: These are renewals of expired LOAs. Is there an option to increase the amount of the ANI for CNIs? OHSU is currently hiring traveling nurses to do CNA work—Karyn will send Matt an email about this and he’ll bring it up to HR next week. It was moved by Jesse and seconded by Michael to approve the LOAs. **Motion passed unanimously.**
- vii. LOA—COVID Mobile Sites: This LOA was updated to include employees who are working outside at the Scappoose clinic. It was moved by Michael and seconded by Kasey to approve the LOA. There was a question re: why Richmond wasn’t included. Motion was withdrawn so that Matt can ask at next week’s HR meeting if Richmond can also be added.
- 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: Feb-21 Balance Sheet and Feb-21 Profit & Loss Statement. **Motion passed unanimously.**
- d. Secretary’s Report: It was moved by Jennifer and seconded by Karri to approve the following minutes: May-21 E-Committee and Apr-21 E-Board. **Motion passed unanimously.** There was a question re: the ARP funds mentioned in the EC minutes—these are federal relief funds that were received by OHSU; we’d like to provide some feedback re: what the funds are used for (such as essential-worker premiums).
- e. Chief Steward’s Report: See submitted report.

V. Staff Reports

- a. Anekonda: She is still working on IONM tech reclassification. There are issues in EVS with employees being denied use of COVID time. She and Kate will work on some flyers to post in EVS. The Council 75 POC Caucus meeting is happening tomorrow. Sima has an ETC CNI LOA from OHSU, but wants to touch base with the affected department before bringing it to the board for a vote.
- b. Baker: See submitted report. Briefs were submitted for the salaried and weekend differential and preceptor-pay arbitrations.
- c. Grami: OHSU brought in some consultants to run FNS. Feedback so far is mixed; we are keeping an eye open. A couple of grievances are brewing in the call center there. We invoked the staffing escalation MOU for the home-infusion pharmacists and finally held the meeting about it. We presented compelling survey data, but management claims that staffing is great. After the meeting, we sent a list of recommended fixes (adding an additional 1.0 FTE pharmacist plus relief, developing a staffing metric using member input, revising the on-call system, doing a two-year lookback on missed breaks and meals, developing clear expectations for salaried employees). We need to stress that missed breaks and meals constitute wage theft. The FNS clothing arbitration will probably be scheduled for around July. R.O.’s right to appeal our decision to accept OHSU’s arbitration settlement offer ends tomorrow.

- d. Lewis: The list of demands was submitted to OHSU. Stacy and Vee met with Dr. Jacobs and Alice Cuprill-Comas today. They talked about our BOLI/EEOC training request—OHSU reached out to EEOC and was told they couldn't do training, but OHSU want to offer mandatory anti-discrimination training and have Vee help develop the curriculum. OHSU wants an EEOC flow chart and tip sheet, which we'll help develop. Alice acknowledged that discipline has been dealt out inequitably—OHSU will do a lookback on discipline. Alice and Vee will have a follow-up meeting to look at these disciplinary cases. Our staff has approval to reach out and work directly with OHSU's legal team. A manager in Patient Transportation has apparently been denying employees the use of COVID leave—Vee brought this up at the meeting and let OHSU know that we don't want this manager involved in any of these processes. Michael submitted his RFI this week, but OHSU replied that the request is overly broad; Michael will respond.

#### VI. Project Charters

- a. Swag: There was discussion re: the various funding sources that will support this swag order. The breakdown has been reviewed and approved by Claire. There was discussion re: the logistics of mailing the items, what'll be done for employees who will be working from home going forward, creative ideas for swag as peoples' needs change in the future, etc. If you or other WFH employees have ideas re: what swag would be wanted, let Kate et al. know. It was moved by Jennifer and seconded by Roger to spend \$38,778 for T-shirts from the bargaining budget/CDF, \$5,500 for water bottles and sunglasses from the unit-steward budget, \$5,500 for water bottles and sunglasses from AFSCME Strong, and \$10,000 for postage (to mail item to members) from the member-appreciation line item of the operating budget. **Motion passed unanimously. (mm#050121)**

#### VII. Committee Reports

- a. Community Liaison (Sebring): See submitted report. Connect with Lia and Claire if you're interested in helping write an article for the BERG points of action series.
- b. Data Maintenance (Crabb): Nothing to report.
- c. Education & Training (Clasen): See submitted report.
- d. Political Action (Shannon): See submitted report.
- e. Internal Communications (Miller): The ICC has restructured a bit how they're planning things. A few things are in the hopper for the rest of the month and Jesse has some ideas for next month. If you'd like to be a part of ICC planning, let Jesse know.
- f. Building (Chapman): See submitted report.
- g. Diversity/Equity/Inclusion (Acena): See submitted report.
- h. Policy (Barker): The policy committee proposes revising the Release Time policy by replacing all instance of "release time" with "lost time." It was moved by Jennifer and seconded by Karri to approve the updated Lost Time policy. **Motion passed unanimously.**

#### VIII. Other Reports

- a. Membership Update (Parr): See submitted report. Membership took quite a dip this month. We have almost 7,200 members in the bargaining unit now. We lost 27 members and added 63 non-members (down 0.8%). Kate was out for a couple of weeks and didn't have a backup for texting new employees, so that probably contributed. We'll focus on working with the council to get some automatic emails sent out. It was asked if we could have a designated/budgeted board seat devoted to this work. There was discussion re: phone banking for the board to help make some of these contacts—Ross will set this up.

- b. eZone Rebuild (Wolford Davis): See submitted report.
  - c. OHSU EBC (Barker): See submitted report.
  - d. Parking (Bandy): No report submitted.
  - e. OHSU Policy (Barker): There was no meeting this month.
  - f. OHSU Safety (Chapman): See submitted report. OHSU's OSHA safety committee isn't compliant with Oregon's ORS. Mark would like to like to file a grievance about this.
  - g. NOLC: See submitted report.
  - h. SWCLC: See submitted report.
- IX. Old Business
- a. E-Board Meeting Processes Committee (Clark): See submitted report. The pros/cons/approval will be discussed next month. Discussion re: some potential changes (survey, getting reports out sooner, changing EB meeting frequency, etc.).
- X. New Business/Announcements
- a. CBI Report-Out: LERC's CBI training was held on half-days for five days in a row. Some attendees wrote up content for a blog post. CBI attendees at the board meeting shared their thoughts about the training.
  - b. OHSU Parking Changes: Jennifer shared a handout re: OHSU's proposed changes to employee parking. Once modified operations is lifted, the plan is to move to wage-based daily parking. Details are still being worked out.
  - c. Covington Issues: At the Equity & Justice Council's last meeting it was brought up that the investigators haven't seemed to be getting back to folks who've contacted them (not even acknowledgment of receipt). It might be a good idea to reach out and see if we can get stories from folks who've had this experience—we can bring this up at the unit-steward meeting. There was discussion re: whether we want to advise employees to go to Covington or not to go to Covington.
- XI. Member-Only Discussion: An email from Council 75 president Elizabeth Goetzinger re: the personnel committee's response to our complaint/resolution was forwarded to the board. The board discussed and asked questions about the content of the response and the recommendations.
- XII. The next meeting will be held via Zoom at 5:00 p.m. on Wednesday, June 16.
- XIII. Seeing no additional business before the body, Matt Hilton adjourned the meeting at 8:19 p.m.

Respectfully submitted,

*APPROVED 6/16/21*

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.)*