



EXECUTIVE BOARD MEETING MINUTES

July 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	○	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
○	Political Action, 6	Eli Shannon	○	Trustee, 2	Mike Bandy
•	Internal Communications, 7	Jesse Miller	•	Trustee, 3	Natie Dutro
○	At-Large, 8	VACANT	•	Staff	Sima Anekonda
•	At Large, 9	Christine Murray	•	Staff	Kate Baker
•	At Large, 10	Cynthia Peckover	•	Staff	Ross Grami
E	At-Large, 11	Roger Clark	•	Staff	Vee Lewis

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

Observers Present: Kathleen Dodd

- I. The meeting was called to order at 5:03 p.m. by Matt Hilton.
- II. Roll was taken by Jennifer Barker.
- III. Guests: Maighie Fitzgerald (CWE Center), Mary Lind (CWE Center)
- IV. Officer Reports
 - a. President's Report: See submitted report.
 - i. Bargaining Survey: The survey, for members only, just launched; we've had a great response so far. A text reminder and an email with link will be going out.
 - ii. Nominations: Nominations are open. Email Sarah Cinnamon if you have any questions about the process.
 - iii. COVID Variants/Board Retreat: The executive committee briefly discussed possible COVID requirements for the retreat (masks, vaccinations, etc.) and the need for contingency planning, and wanted to bring the discussion to the board to weigh in and make a final decision. We can ask the new board to have the final say, but we really do need some guidelines for the planners and the new board to work with. We do have immunosuppressed people who will be in attendance. We need to recognize that if there's a new COVID surge, we might not be able to hold the retreat in person. It was moved by Jennifer and seconded by Jeff to require masks at the retreat. **Motion passed 18-0-2.**
 - iv. Dammel Report: Does anyone on the board have questions about the report, or have any concerns about releasing the report? (We already consented to releasing it, at the beginning of this process.) There was extensive discussion. We still need to have a debriefing meeting with Cathryn and OHSU.

- v. Relationship with OHSU: There needs to be a discussion re: the local's relationship with the employer; this is best reserved for the new board.
 - vi. Council 75 Listening Session: This meeting is being held tomorrow at 6:00 p.m.; the council chose the sixth most popular date.
 - vii. Summer Incentive Program: Please refer to the blog for updates on this.
 - b. Vice President's Report: See submitted report.
 - i. Board Picnic: There was a low response to RSVP, so it would be cost-prohibitive to do catering for so few attendees. We'll go ahead with it as a BYO food event. The picnic is being held this Saturday, at picnic spot B at Washington Park—there's a shuttle if parking is full. Michael will send out a map to folks and do a Google Doc for food planning.
 - ii. Vaccine Bargaining: Still trying to work on dates for that. OHSU made another post about the vaccine requirement that didn't mention anything about pending bargaining. Might file a ULP.
 - 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: Apr-21 Statement of Financial Position and Apr-21 Statement of Activities. **Motion passed unanimously.**
 - i. Other Projects: ONA staffing committee was last week and Tawanda gave a report-out to Claire. The Market-Based Wage Committee's review is underway; let Claire know if there are any classifications you want reviewed. Our team is meeting biweekly and being proactive in asking OHSU for information.
 - d. Secretary's Report: It was moved by Jennifer and seconded by Haley to approve the following minutes: Jul-21 E-Committee and Jun-21 E-Board. **Motion passed unanimously.**
 - e. Chief Steward's Report: See submitted report.
- V. Project Charters: None.
- VI. Staff Reports
- a. Anekonda: Sima is working on a reclass for grants/contracts coordinators. It should be ready to be voted on by the next meeting. There are some Knight employees who are being asked to come back to work on site even though they can telecommute. There are scheduling/mandatory-overtime issues at CHO that she needs to follow up on. She will be tabling next week, Friday, July 30, for Transportation and Food & Nutrition.
 - b. Baker: See submitted report. She believes we're close to a settlement on the NEO arbitration.
 - i. LOA—EVS Tech ANI: This LOA offers a \$6.00/hour ANI. She will follow up in a few weeks to find out if there were any issues in notifying people of the availability of these shifts. Kate recommends approval. It was moved by Jennifer and seconded by Haley to approve the LOA. **Motion passed unanimously.**
 - c. Grami: See submitted report. OHSU has terminated a COVID long-hauler who contracted COVID in June 2020—the worker's comp MD overturned the employee's case, SAIF canceled the claim, and OHSU issued a demand to return to work at the end of June. We will be filing a grievance. Ross suggested that we look into getting legislation related to COVID/stress (similar to what Corrections worked out).
 - i. LOA—RT ONI: The LOA offers \$1.50/hour increase to their ONI. It was moved by Casey and seconded by Claire to approve the LOA. **Motion passed unanimously.**

- ii. Class Spec—Vet Med Lab Tech: One individual will be impacted and approves of the new class specification. It was moved by Haley and seconded by Jennifer to approve the new VMLT class specification. **Motion passed unanimously.**
- d. Lewis: Vee has the information from the RFI re: manager R.W.; there have been a lot of complaints, dating back to 2015. She doesn't have much confidence that OHSU will do anything with this manager. Vee met with Eric Holder—he said that not a lot of employees have come forward. She suggested that he hold a forum for union members. The arbitration for G.R., a 24-year employee who was fired, seems to have gone very favorably for the employee.; we asked for a make-whole remedy. OHSU offered to settle the L.B. arbitration, with reinstatement to a different department, without back pay. We're unlikely to prevail on getting back pay. Vee is waiting to hear back from the employee. She is also working on several grievances.
 - i. LOA—Clinical Expediter: This LOA creates a new role within health-care management. Vee recommends approval. It was moved by Michael and seconded by Lia to approve the LOA. **Motion passed unanimously.**

VII. Committee Reports

- a. Community Liaison (Acena): See submitted report.
- b. Data Maintenance (Crabb): Nothing to report.
- c. Education & Training (Clasen): See submitted report. Please also refer to Molly's email re: LERC Summer School and LMC vacancies.
- d. Political Action (Gale): See submitted report.
- e. Internal Communications (Miller): ICC has been meeting regularly and feels more like a committee.
- f. Building (Chapman): See submitted report.
- g. Diversity/Equity/Inclusion (Acena): See submitted report. Metro Local 3580 contract information was shared—their base wage is \$20/hour (they really pushed wages as an equity issue). Check out the inaugural annual report! TJ took this on when he was community liaison, but it would probably be better suited for another position going forward—maybe ICC and/or executive committee. He would also suggest that it be published in the first quarter of the following year.
- h. Policy (Barker): See submitted report.
- i. Safety (Chapman): See submitted report.

VIII. Other Reports

- a. Membership Update (Parr): This data runs from mid-month to mid-month. The numbers don't look great this month, but about 150 UMG employees were added to the system and they're not members initially. We'll be holding a NEO-type of meeting with them soon. A phone-banking event is taking place next Wednesday; training starts at 5:30 p.m. Please sign up!
- b. eZone Rebuild (Wolford Davis): See submitted report.
- c. EBC (Barker): See submitted report.
- d. Parking (Bandy): No report submitted.
- e. OHSU Policy (Barker): See submitted report.
- f. NOLC: No report submitted.
- g. SWCLC: See submitted report.

IX. Old Business

- a. EBMP Update: Roger and Matt talked about this one-on-one. It's difficult to have this kind of discussion at a board meeting, so it'll be discussed at the retreat instead.

X. New Business/Announcements

- a. Anti-Racism for White People: Mary Lind and Maighie Fitzgerald from the CWE Center attended to present a summative report about an “Anti-Racism for White People” pilot curriculum at OHSU. Jesse and Lia attended. The training is not currently being offered; it wasn’t intended to ever be a required training, but it may be strongly encouraged for OHSU leadership. A lot of the training materials came from POCs and they received feedback twice from POCs. There was discussion re: the activity of writing a racial biography (self-guided, private).
- b. Swearing In of New Member: Kathleen Dodd has asked to be appointed to at-large position #8. We’ll vote on this over email and Matt will let her know the result at the end of next week.
- c. Mike Bandy: Matt will get something for Mike to commemorate his retirement from OHSU and years of service to Local 328.

XI. The next meeting will be held via Zoom at 5:00 p.m. on Wednesday, August 18.

XII. Seeing no additional business before the body, Matt Hilton adjourned the meeting at 8:00 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.)