



# EXECUTIVE BOARD MEETING MINUTES

August 18, 2021

Position	Name	Position	Name
• President	Michael Stewart	• At-Large, 12	Vivian Lalangan
n/a Vice President	VACANT	• Building, 13	Mark Chapman
• Treasurer	Claire Irvan	n/a At-Large, 14	VACANT
• Secretary	Jennifer Barker	• At-Large, 15	Karri Garaventa
• Chief Steward	Haley Wolford Davis	• 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
n/a At-Large, 8	VACANT	• 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 5:06 p.m. by Michael Stewart.
- II. Roll was taken by Jennifer Barker.
- III. Guests: Sarah Thompson (Council 75 HMC Organizer)
- IV. Officer Reports
  - a. President's Report:
    - i. HMC Sub-Local Funding Request: Sarah Thompson spoke re: the Hillsboro Medical Center sub-local. They finally have three bargaining dates set, with the first one happening in about two weeks—some of the initial team members have left HMC, so some new people will need to be appointed. The amount of the funding request was for the initial team, so it will have to be adjusted. It will probably take between six months and a year to finish bargaining their first contract (that's the typical duration). As a sub-local, HMC's dues will flow into Local 328's dues pot and we'll determine how to allocate the funds. We'll also need to determine their structure as a sub-local. Kate and Claire are talking with Dave Cutler at the council to hammer out the financials and other options. HMC's union has to be a sub-local due to HMC being a separate, private employer. There are a few other sub-locals in the council that we can look to for examples. The HMC organizers are requesting a loan from Local 328 for lost time during bargaining for three day-shift members, if the employer won't cover the time. It was moved by Jennifer and seconded by Cassie to spend up to \$1,500/month from contract defense for bargaining lost time for HMC, until bargaining has concluded, with the option to request additional funding if needed. **Motion passed unanimously. (mm#080121)**

- ii. E-Board Transition: Michael acknowledged that we're going through a difficult period and folks might have issues with trust. In new business we'll talk more about moving forward.
  - iii. COVID-Testing Bargaining Update: OHSU seems to not recall previous discussions. They're sticking with wanting vaccinated employees to wear a forward-facing sticker on their badges. There have been conflicting messages from HR vs. OHSU Now; for example, it's unclear whether stickers are required. Jennifer recommended that board members comment on the OHSU Now post about the draft policy. Our team still plans to bring up COVID sick leave.
  - iv. Bargaining-Survey Toplines: This bargaining-survey information was shared with the board in the BLT report. The results are confidential. Employees are still happy with their representation and are concerned about wages. Michael will ask Patinkin to come to the board to give an in-depth presentation on the data. The unit stewards will be sent a "bargaining concerns" document to disseminate to members.
  - v. Retreat Update: The planned September retreat isn't going to work, due to the COVID surge. We're going to have to do what we can in the virtual setting.
  - vi. LCSA Endorsement: This is a statement re: Labor's Community Service and the United Way that we usually endorse every year. The statement was read aloud for the board. It was moved by Haley and seconded by Jeff to endorse the statement. **Motion passed unanimously.**
- 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: May-21 Statement of Financial Position, May-21 Statement of Financial Activities, and May-21 Statement of Functional Expenses. **Motion passed unanimously.**
  - d. Secretary's Report: It was moved by Jennifer and seconded by Casey to approve the following minutes: Aug-21 E-Committee, Jul-21 E-Board, and special Aug-21 E-Board. **Motion passed unanimously.**
  - e. Chief Steward's Report: See submitted report. If anyone has any coworkers they'd like to recommend become stewards, please let Haley know.

#### V. Staff Reports

- a. Anekonda: See submitted report. It was reported that Knight's return date has been pushed back to October 18. Sima has a pending arbitration that will probably be settled.
- b. Baker: See submitted report. Arbitration updates can be found in the report. An update re: NEO arbitration was shared. Dana Hendricks is taking the lead with NEO presentations. Salaried employees should start seeing back pay for weekend differential and preceptor pay—about 183 employees were affected. Kate Brown's office is recommending \$1,000 hazard pay per employee—Kate has been in touch with Magda in HR about this. We still need to hash out details—this should go to hospital/clinic employees at a minimum. More to come.
- c. Grami: See submitted report. The B.M. arbitration has been scheduled.
- d. Lewis: See submitted report. Lund Report will be doing a piece about OHSU's information release re: race-based discipline/termination discrimination. (This data can be found in an OHSU Now post earlier this week.) A black female employee has filed a discrimination lawsuit against OHSU.

- i. Arbitration Request—Accounting Promotion: This is a case where a single employee was reclassified/promoted, creating a situation where other employees didn't have the opportunity to perform the other duties and be reclassified. It was moved by Jennifer and seconded by Jeff to spend up to \$15,000 from contract defense to take the accounting-promotion case to arbitration. **Motion passed unanimously.**  
**(mm#080221)**

#### VI. 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. The next meeting will be held September 7 at 6:00 p.m.
- e. Internal Communications (Miller): The busy last couple of weeks have thrown plans off schedule. ICC met earlier tonight. We'll be putting a piece up about the new OSHA rules around working in the heat. An additional communication re: Matt's resignation is planned for Monday.
- f. Building (Chapman): See submitted report. The Barbur property manager let us know that the ventilation system is on the fritz. Kate requested that we get a few more copies of the key to the Barbur office—she'll let Mark know who she's giving the copies to.
- g. Diversity/Equity/Inclusion (Acena): See submitted report.
- h. Policy (Barker): See submitted report.
- i. Membership Update (Parr): We're up 35 members, down 5 non-members. Our overall membership rate is 75.45% (improving). Casey presented a draft position description to change the data-maintenance board position to a membership position. Haley and Casey will touch base re: the eZone aspects of the position. At the next board meeting we'll vote on making this change.
- j. eZone Rebuild Update (Wolford Davis): See submitted report.

#### VII. Other Reports

- a. OHSU EBC (Barker): See submitted report. We'll need to fill Matt's vacancy at some point, ideally shortly after the new board.
- b. OHSU Parking: See submitted report.
- c. OHSU Policy (Barker): See submitted report.
- d. OHSU Safety (Chapman): See submitted report. OHSU hasn't communicated yet about the new OSHA heat/smoke guidelines and Compass training.
- e. NOLC: See submitted report.
- f. SWCLC: See submitted report.

#### VIII. Old Business

- a. Comms Around Matt's Departure: Discussion. It was moved by Jeff and seconded by Cassie to use Ross's interim statement in discussions, until the additional comms piece comes out.

#### IX. New Business/Announcements

- a. Email Retention: We need to develop a policy re: records retention, including emails.
- b. Anti-Racism Training (Acena): TJ brought this up a couple of months ago. The organization he's been in touch with is opening up training slots for the fall. He'd like the training to happen during work hours, on lost time. He sent a sample of the training with the board reports. He'll add this to his 2021 DEI budget request. It was moved by TJ and seconded by Lia to have the new board take this training. **Motion passed unanimously.**

- c. Onboarding Committee (Acena): An onboarding committee was one of the recommendations from the Roberts' Rules group. It would be helpful to have an orientation committee with helpful info (something separate from the retreat). Kate, Sima, Natlie, Roxana, Kasey, Karri, Haley, Jennifer, Jeff, and Molly are interested. We would like to meet and have this ready in time for the October board meeting.
- d. Executive-Committee Existence (Barton): Cassie gave a slide presentation re: discontinuing the executive-committee meetings, instead opting for decentralized processes and decision-making. Extensive discussion ensued. More to come.
- e. Intra-Board Communication (Vogt): Please speak thoughtfully and respectfully to one another, and consider communicating by email rather than by text.
- f. Moving Forward (Clasen/Garaventa): Molly and Karri introduced a self-paced exercise for the board to participate in, sharing thoughts and suggestions re: the ideal state of the board vs. the current state, focusing on processes rather than on individuals. The exercise will be housed in a shared Google Doc that the board can add their information to.

X. The next meeting will be held via Zoom at 5:00 p.m. on Wednesday, September 15.

XI. Seeing no additional business before the body, Michael Stewart adjourned the meeting at 8:39 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](http://www.local328.org) for review by the general membership.)*