



EXECUTIVE BOARD MEETING MINUTES

September 15, 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	• At-Large, 16	Jeff Vogt
• Community Liaison, 1	Lia Sebring	• At-Large, 17	Casey Parr
• Data Maintenance, 2	Trisha Crabb	• DEL, 18	TJ Acena
• Education & Training, 3	Molly Clasen	• At-Large, 19	Karyn Trivette
• At-Large, 4	Roxana Logsdon	• At-Large, 20	Kasey Zimmer-Stucky
E At-Large, 5	Cassie Barton	○ Trustee, 1	Dana Hendricks
E Political Action, 6	Eli Shannon	n/a Trustee, 2	VACANT
• 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: Jennie Olson

- I. The meeting was called to order at 5:07 p.m. by Michael Stewart.
- II. Roll was taken by Jennifer Barker.
- III. Guests: None
- IV. New Business/Announcements
 - a. Higher Ed Labor Endorsement: The planned guest was unable to attend, so this was tabled until next month.
 - b. Nabisco Strikers' Ask: Were asked to make an official demand to OHSU to not use Nabisco products during the strike. Bakers nationwide has reached a TA and will be voting next week. It was moved by Jeff and seconded by Claire to make this statement. TJ will write the draft statement and send it out. **Motion passed unanimously.**
 - c. Swearing-In of Vice President: Jeff was sworn in as vice president.
 - d. Covington Focus Group: Jesse and some other board members have participated. The responses were grim. A few more sessions will be taking place—please attend if you're able.
 - e. Board Vacancies: Jennifer will ask unelected bargaining-team candidates if they're interested in being appointed to one of the vacancies.
- V. Officer Reports
 - a. President's Report: See submitted report.
 - i. Essential-Workers Bonus: OHSU finally announced they'll be paying the \$1,000 bonus. They didn't acknowledge 328's role in pushing for it, though.

- ii. Incentive LOAs: These are in process. OHSU has balked at all our proposals, but they're now pushing to get something done now, since things are in crisis mode. More to come.
- iii. Vaccine Bargaining: OHSU has modified the OHA exception forms, to ask for a lot more information. Vee has filed at least one grievance. We may file a ULP. Other employers are asking for clergy signatures. We need to make sure employees find out the exception decisions in time to get vaccinated and get compliant.
- iv. Ideal State vs. Current State Exercise: Molly asked folks to weigh in with one word describing how they felt doing the exercise. Our input has been distilled down into a "bridge document"—a summary of our thoughts on the current and ideal states of the board, plus bridging ideas to help us move to the ideal state. If you have bridging suggestions, please email them to Molly & Karri by September 29. At the October meeting, with the new board, we'll do a consensus exercise to select the top three areas we want to work on.
- b. Vice President's Report: No report.
- c. Treasurer's Report: See submitted reports. The treasurer's report comes with an automatic second to acknowledge receipt of the Jun-21 Statement of Financial Position and Jun-21 Statement of Activities and note that they will be filed for annual audit.

Motion passed unanimously.

- i. Lost Time: Claire has been working with timekeepers to ensure people's lost-time is entered correctly. She has started having discussions with Hillsboro Medical Center re: how the billing and payment of their bargaining lost time will go. She has talked with Ruth and with Dave Cutler at the council and the suggested solution is to use W-4 and I-9 forms, add the HMC folks into our ADP system, and have them submit timecards & verification of their usual working schedule.
- d. Secretary's Report: It was moved by Jennifer and seconded by Karri to approve the two sets of E-Board minutes for Aug-21. **Motion passed unanimously.**
- e. Chief Steward's Report: Four new stewards have been trained. Haley is still consistently using her 10 contractual hours plus 10 steward-budget hours, plus personal time. Thanks to TJ, Ross, and Vee for handling the steward meetings during her vacation. There were 65 cases in August. Major departments with issues were EVS (8 IMs, 3 major questions) and the DMD clinic (3 IMs, 1 workplace concern).

VI. Project Charters: None.

VII. Staff Reports

- a. Anekonda: See submitted report. The V.C. arb was settled; all are pleased with it overall. KCVI's new return-to-campus date is January 10, 2022.
 - i. LOA—Cardiac Device Tech: We approved this earlier in the year, but OHSU couldn't recruit anyone, so they're increasing the grade from A38 to A41. There are no incumbents in the position. Staff recommends approving the LOA. It was moved by Jennifer and seconded by Haley to approve the LOA. **Motion passed unanimously.**
- b. Baker: See submitted report.
 - i. Class Spec—Senior CNA: Kate recommends a no on this LOA, to compel OHSU to offer more money. It was moved by Jeff and seconded by Jennifer to reject the LOA. **Motion passed unanimously.** An arbitration request for

employee L.M. (re: working but not being paid during lunch breaks) will be presented for a vote next month. Staff advised against taking the S.J. grievance to arbitration; the employee didn't appeal, so this won't be proceeding.

- c. Grami: See submitted report.
 - i. LOA—Ambulatory Interpreter: This LOA was supposed to be the same as the current one (with the same compensation), just separating out the ambulatory people. It was noted during discussion that the pay range in this LOA is actually lower than the current spoken-language interpreter range, so we will pull it for now in order to get additional information.
 - ii. LOA—PANDA Voluntary 24-Hour Shifts: These employees wanted the 24-hour shifts previously, but then the option went away; now they want to bring them back on a voluntary basis. Staff recommends a yes on this LOA. It was moved by Casey and seconded by Jennifer to approve the LOA. **Motion passed unanimously.**
- d. Lewis: A class-action lawsuit will be filed against OHSU. Council staff have met with the attorney and we're good to go forward. Local 328 won't be included as a plaintiff in the suit. Vee filed a grievance over the vaccine-exception forms, and will be advising employees who were denied a medical exception to request accommodations and file an EEOC complaint. The COVID-related lack-of-childcare arbitration has been settled—the employee has been restored and is no on the preferred hired list. Do we want to file a ULP over OHSU's handling of comms around the vaccine-mandate policy? They're making public statements implying that their policy is in effect, even though we're still in bargaining and the policy hasn't been signed off on. It as moved by Jeff and seconded by Jennifer to file a ULP. **Motion passed unanimously.**

VIII. Committee Reports

- a. Community Liaison (Sebring): See submitted report. A \$1,000 donation was made to the Nabisco strike fund. She is working on scheduling and all-AFSCME union meeting; the first one will be held at the end of the month.
- 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 is making plans for Jennifer to take over as chair; the transition has been going smoothly. Jesse and Jennifer are looking forward to working together again, especially on bargaining comms. If you're interested in doing comms work, let Jennifer know. Jennifer submitted a report as incoming ICC chair.
- f. Building (Chapman): See submitted report.
- g. Diversity/Equity/Inclusion (Acena): See submitted report. Council is holding a Nabisco rally on Friday at 5:00 p.m. TJ would like to see the local turn out more folks for solidarity actions for other unions.
- h. Onboarding (Acena): See submitted report. The committee will be sending out a table of contents to the board to show what is going to be filled out. Committee members will sign up to provide content for the various sections. Content deadline is September 24. The committee will submit the draft for approval at the October EB meeting.
- i. Policy (Barker): See submitted report.
- j. Membership Update (Parr): See submitted report. We have a 74.95% membership rate now. It was moved by Jennifer and seconded by Claire to approve the revised position description submitted by Casey, changing the seat from data maintenance to membership. **Motion passed unanimously.**

- k. eZone Rebuild (Wolford Davis): See submitted report. Through discussions re: what we want for ideal functionality in the new system, Haley and Chris would like to extend the timeline an additional 90 days—see amendment document for details. There would be no additional costs involved. Some of the additional features will include a call log, automatic gold-star tracking, a virtual union hall, etc. The new completion date will be June 30, but Chris may not need the whole time. It was moved by Haley and seconded by Claire to approve the amendment to the eZone-rebuild agreement. **Motion passed unanimously.**
- l. Bargaining Leadership Team (Barker): See submitted report.
- IX. Other Reports
 - a. OHSU DAC: Next meeting is coming up; a report will be made next month.
 - b. OHSU EAC: Next meeting is next month. These are held quarterly.
 - c. OHSU EBC (Barker): See submitted report.
 - d. OHSU Parking: The Local 328 seat on this committee is currently vacant.
 - e. OHSU Policy (Barker): See submitted report.
 - f. OHSU Safety (Chapman): See submitted report. There isn't really any way currently to report safety concerns. A grievance being filed—the step two meeting was held Monday.
 - g. NOLC: No report submitted.
 - h. SWCLC: See submitted report.
 - i. Nurse Staffing Committee: See submitted report.
 - j. Council Building Project: See submitted report. A committee has been set up to look at the council's needs for building space in Portland. Claire became involved informally, but we need to open it up and officially appoint someone.
- X. Old Business: None.
- XI. The next meeting will be held via Zoom at 5:00 p.m. on Wednesday, October 20.
- XII. Seeing no additional business before the body, Michael Stewart adjourned the meeting at 7:33 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.)