



# EXECUTIVE BOARD MEETING MINUTES

February 16<sup>th</sup>, 2021

	Position	Name		Position	Name
•	President	Michael Stewart	•	Building, 13	Mark Chapman
•	Vice President	Sarah Curtis		At-Large, 14	VACANT
•	Treasurer	Claire Irvan	•	At-Large, 15	Karri Garaventa
•	Secretary	Jennie Olson	•	At-Large, 16	Katy Holmes
•	Chief Steward	Haley Wolford Davis	o	At-Large, 17	Kerry Moore
E	Community Liaison, 1	Lia Sebring	•	DEI, 18	TJ Acena
E	Membership, 2	Casey Parr	o	At-Large, 19	Sarah Cinnamon
•	Education & Training, 3	Molly Clasen	E	At-Large, 20	Kasey Zimmer-Stucky
•	At-Large, 4	Roxana Logsdon		At-Large, 21	VACANT
•	At-Large, 5	Cassie Barton	•	Trustee, 1	Theresia Lloyd-Siemer
•	Political Action, 6	Jen Laverdure	o	Trustee, 2	Sean Sellers
•	Internal Communications, 7	Jennifer Barker		Trustee, 3	VACANT
•	At-Large, 8	Jesse Miller			
	At Large, 9	VACANT	•	Staff	Sima Anekonda
•	At Large, 10	Cynthia Peckover	•	Staff	Kate Baker
	At-Large, 11	VACANT	•	Staff	Ross Grami
	At-Large, 12	VACANT	•	Staff	Vee Lewis

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

Observers Present: None

- I. The meeting was called to order at 5:05 p.m. by Michael Stewart.
- II. Roll was taken by Jennie Olson.
- III. Guests: None
- IV. New Business/Announcements
  - a. Topic: Ground Rules for Executive Board Meetings (Garaventa)
    - i. 10 Ground Rules
      1. Show up on time and prepared
      2. Stay mentally and physically present
      3. Contribute to meeting goals
      4. Let everyone participate and share time
      5. Listen with an open mind
      6. Think before speaking
      7. Stay on point and on time
      8. Attack problem and not person
      9. Close decisions and follow up
      10. Record outcomes and share
    - ii. Items of discussion to think about and return to:
      1. How can we integrate processing agenda items and still move on with the agenda.
      2. Should this be a general document, or should it be more detailed?

- 3. Adding 10 minute cooling off period (parking lot?)
- iii. This document can be a starting point that can be developed over time.
- iv. How often should we refer to the ground rules? We can have a reminder at every meeting about rules and have it on the screen share as people log into the meeting.
- b. Topic: Labor Notes Conference (Grami)
  - i. June 17-19 in Chicago. Made up of a variety of union activists that put on trainings and have excellent resources. The board will consider sending some folks to this conference. \$130 registration fee, but need to consider lodging, wages, and airfare which is roughly \$2K per person.
- c. Topic: Call for Parking Chair (Stewart)
  - i. Mark Chapman will fill the role in the interim and we can make a call to general membership to see if anyone wants to take this on. Mark will see what is needed and will assist Michael in forming a call to folks to join.
- d. MBWC to review LOAs (Irvan)
  - i. The Membership Based Wage Committee meets every two weeks. At the last meeting the PAS classification was reviewed and the discussion turned to LOAs in general. Since these LOAs are based in MBWC work, the idea of having the committee review them in advance of being presented to the board. It is proposed that LOAs will come to the MBWC to vet and research, work with department on details, and triage issues to staff members if needed - then bring recommendation to board for a vote.
  - ii. Staff likes this idea because this type of work is challenging, especially with large groups. It will help to have a group of member leaders who have knowledge of the issues having given the LOAs a thorough review.
    - I. Jennie moves to have all LOAs flow thorough the MBWC which will then bring recommendations to the board for a vote. Sarah Curtis seconds.

**Motion passes unanimously.**
- e. Topic: Council 75 Updates (Laverdure/Irvan/Lloyd Siemer)
  - i. Overview of who Council 75 is.
    - I. What is one thing you want us to know about Council 75
      - a. Understanding the basic foundational aspects of the council for every board member to know so that we are aware of our formal relationship with the council, and know what we can ask of the council.
      - b. Understanding the relationship between the council and the local and what our mutual roles are
      - c. For our members to know it's a good place if you decide you would like to be on the board. Trustees do audits of the locals when they are picked. Would be for more people to understand the audit process
      - d. We are the largest local with Council 75, do we not get extra sway?
        - i. We used to have more seats on the board. They don't want one local to have too much power on the board, and that is why they have done this.
      - e. The local's relationship with Council 75 is a good one.

- V. Old Business
  - a. Topic: Follow-up on Board Goal Consensus-building Activity (Garaventa and Clasen)
    - i. Projects have been voted on and leads will be contacted to move forward around March.
    - ii. Once or twice a year look at this document for “tune ups”
- VI. Officer Reports
  - a. President’s Report: See submitted report.
    - i. Topic: New Approach to Executive Board Business – document sent as an email to the board
      - 1. Michael presents ideas for dealing with board business, creating additional committees such as agenda committee, financial committee, representational committee, etc.
      - 2. Discussion around the fact that there is an Executive Committee in place that meets at a set day and time with the intention of managing such work, however the board has not given it authority to do such work.
      - 3. Concern is expressed that these options would reduce people’s voices.
      - 4. Treasurer details the advantages to have a financial committee to discuss financial information, which would meet the findings of the audit.
      - 5. More discussion around the Executive Committee: We have existing committees that have current vacancies including committees in partnership with OHSU and we have come up with a lot of challenges with filling those vacancies. At large members have a voice and these openings give an opportunity for at-large members to have a greater impact. EC is not fun or sexy, we are being responsible and we are always open to folks to join. Elected officers earn stipends and we want to earn them so that we are able to do the work that we want to accomplish for our members. Virtual meetings are too much, we want to take action for our members.
      - 6. Discussion will continue at the next board meeting.
    - ii. Topic: Meeting: AFSCME Local 328’s Relationship with OHSU
      - 1. How are we going to approach OHSU from now on? We have OHSU behaving in a manner that is ripe for ULPs: direct dealing, changes in sick time leave, etc. without asking the Union. Labor Relations say it’s not them, it’s OHSU communications. We have to have a conversation about how moving forward we are going to deal with OHSU when this happens. We now have 4 ULPs that we are asking permission to file:
        - a. Direct dealing with COVID sick time to use vacation time
        - b. Employees may use sick leave for family members
        - c. Respiratory therapy position
        - d. Out of State work from home
      - 2. Asking to file 4 separate ULPs, \$300 per ULP,
      - 3. What is the outcome that we are looking for? That they need to bargain with us on these things.
      - 4. Move to spend up to \$1,200 to file 4 separate ULPs against OHSU for direct dealing with members and bypassing working with the Union Jennie moves, Karri seconds, **motion passes unanimously (MM020122, 020222, 020322, 020422).**
  - 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: January-22 Statement of Financial Position and January-22 Statement of Activities. **Motion passed unanimously.**
- d. Secretary's Report: It was moved by Karri and seconded by Cassie to approve the following minutes: February-22 E-Committee and January-21 E-Board. **Motion passed unanimously.**
- e. Chief Steward's Report: See submitted report.

VII. Staff Reports

- a. Anekonda: making valentines for members. There will have to be 2 votes for LOAs by email as they were submitted yesterday. Emergency transport coordinators, night differential, but if they come in a couple hours early as well as evening shift the differential gets pulled away and this has been an issue for years. Emailed management and labor relations and management to have people submit for the last year to get retroactive pay. Sent BOLI language that they need to pay.
  - i. Project charter request to get translation done for Covington forums info will be sent
  - ii. Pia Bloom did an investigation into Richmond Clinic, that there wasn't a big deal this was done by OHSU. The decided to create a culture committee that was mainly management and they created another employee group to do emotional labor (Trusted Employees Council)
  - iii. Direct action – working on what that could be. Targeting March 9<sup>th</sup> which is day after first bargaining session. We will likely involve the press and the action could be anything from handing out fliers, bystander training, etc. More info to come.
- b. Baker: Needed to leave early.
- c. Grami: See submitted report.
  - i. RSA to MSA reclassification – this process has been going on since August when temp manager reached out. Management did nothing and did not address member concerns. New manager has done the work and has a training plan and provided the information. Workers are now for this, moving all RSAs to MSAs and they will be working on iPads and submitting orders more quickly. It is staff recommendation that we pass contingent that they hold two forums.
    - I. Motion by Jennie to pass the LOA to move all RSAs to MSAs contingent that they hold two forums, Cassie seconds, **motion passes unanimously.**
- d. Lewis: Working on a case where sexual harassment was being dismissed, as well as complaints against the member. Several women came forward and AAEO conducted investigation, employer moved forward with pre-dis, he said he wanted to go and argue his case. Did not deny anything and justified what he did. Would like to move forward with filing for every victim if not fired.
- e. Black member harassed, ONA came to member's aid and all nurses sent a letter of support, and there are troubling allegations of what happened at the worksite and performance evaluations. Told nurses to hold off submitting letter until after the meeting


VIII. Project Charters

- a. Topic: HELU Summit. Up to \$2,500 It was moved by Jennie Olson and seconded by Cassie to spend up to \$2,500 from funds pulled from bank. **Motion passed (two nays, 12 yeas. (mm#020522))**

IX. Committee Reports

- a. Community Liaison (Sebring): See submitted report.
  - b. Membership Update (Parr): (absent, no submitted report)
  - c. Education & Training (Clasen): See submitted report.
    - i. Focus groups from CWE and an outside external consulting group that is restructuring HR, so there are two ways that people are being contacted for feedback.
  - d. Political Action (Laverdure): See submitted report.
    - i. Essential worker pay, childcare bill, behavioral health and Oregon state hospitals. You can sign up for these things, look in email.
  - e. Internal Communications (Barker): See submitted report.
  - f. Building (Chapman): was not informed of any issues with the building.
  - g. Diversity/Equity/Inclusion (Acena): See submitted report.
  - h. Bargaining Leadership Team (Barker): See submitted report.
  - i. eZone Rebuild (Wolford Davis): See submitted report.
  - j. Policy (Olson): See submitted report.
- X. Other Reports
- a. OHSU EBC (Barker): See submitted report.
  - b. OHSU Policy (Barker): See submitted report.
    - i. Call for replacement on board.
  - c. OHSU Safety (Chapman): Unable to recruit new members, systemic problem at OHSU, and large contingent doesn't even know it exists. There will be an election at the next committee meeting for the. Oregon OHSU has put things into place because of the smoke from last year.
  - d. NOLC: See submitted report.
  - e. SWCLC: See submitted report.
- XI. The next meeting will be held via Zoom at 5:00 p.m. on Wednesday, March 16<sup>th</sup>, 2022.
- XII. Seeing no additional business before the body, Michael Stewart adjourned the meeting at 8:50 p.m.

Respectfully submitted,



Jennie Olson, 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.)*