



# EXECUTIVE BOARD MEETING MINUTES

January 19<sup>th</sup>, 2021

	Position	Name		Position	Name
•	President	Michael Stewart	•	Building, 13	Mark Chapman
o	Vice President	Jeff Vogt	•	At-Large, 14	Dana Hendricks
•	Treasurer	Claire Irvan	•	At-Large, 15	Karri Garaventa
•	Secretary	Jennie Olson		At-Large, 16	VACANT
•	Chief Steward	Haley Wolford Davis		At-Large, 17	VACANT
•	Community Liaison, 1	Lia Sebring	•	DEI, 18	TJ Acena
•	Membership, 2	Casey Parr		At-Large, 19	VACANT
•	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	•	Trustee, 2	Sean Sellers
E	Internal Communications, 7	Jennifer Barker		Trustee, 3	VACANT
•	At-Large, 8	Jesse Miller			
•	At Large, 9	Sarah Curtis	•	Staff	Sima Anekonda
o	At Large, 10	Cynthia Peckover	•	Staff	Kate Baker
	At-Large, 11	VACANT	•	Staff	Ross Grami
•	At-Large, 12	Aaron Kawamoto	•	Staff	Veve Lewis

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

Observers Present: Sarah Cinnamon, Kerry Moore, Katie Holmes

- I. The meeting was called to order at 5:00 p.m. by Michael Stewart.
- II. Roll was taken by Jennie Olson.
- III. Guests: None
- IV. Resignation of at-large member Dana Hendricks
- V. Old Business: Continuing The Bridge Activity: Action Planning (Karri and Molly)
  - a. Consensus building activity
    - i. Karri and Molly have created a document that has been shared with the Board that lists a number of priorities that have previously been identified by the Board
    - ii. Action – Complete rank-choice voting by next Wednesday it identify the top 3 focus items and sign up for leading projects
- VI. New Business/Announcements
  - a. Topic: Union Coalition Solidarity (Michael)
    - i. AURN/ONA and Local 328 do not have a strong history of working together, but we are turning a corner and have embarked on a number of projects including the Covington Report forums. Attendees must register to attend. Emails to membership will be sent out in the next week.
    - ii. Agreement that If Dr. Jacobs talks to our local – or any other union at OHSU – that we agree to tell him he needs to talk to all unions at once. If any cooperation is to occur with OHSU, it has to be conducted in a forum that invites every local.
    - iii. In conducting business in this manner, we will have more leverage as one large

group.

- iv. **Motion:** In all dealings with OHSU regarding the Covington Report Committees and all remediation thereof, AFSCME 328 will only work in conjunction with the leadership of ONA, GRU, and House officers when we respond to requests from OHSU management. Moved by Jen Laverdure, seconded by Karri Garaventa. **Motion passes unanimously**

b. Topic: Covington Report: Implementation and Oversight Committees

- i. OHSU has not been in contact with any union at OHSU in regard to the formation of either committee, nor in regard to feedback from the Covington Report.
- ii. Dr. Jacobs met with BERG. Claire Irvan was in attendance and reported that the Oversight Committee will be made up of members from each representational group at OHSU.
- iii. All members of the Board and of Local 328 are highly encouraged to apply for membership on the Oversight Committee.

VII. Officer Reports

- a. President's Report: See submitted report.
- 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: Jan-21 Statement of Financial Position and Jan-21 Statement of Activities. **Motion passed unanimously.**
- d. Secretary's Report: It was moved by Jennie and seconded by Jen L to approve the following minutes: Oct-21, Nov-21, Dec-21, and Jan-22 E-Committee and Oct-21, Nov-21, Dec-21 E-Board minutes. **Motion passed unanimously.**
- e. Chief Steward's Report: See submitted report.

VIII. Staff Reports

- a. Motion to pass all LOA extensions. Moved by Jen Laverdure, seconded by Karri Garaventa – **motion passes unanimously.**
- b. Anekonda: See submitted report.
  - i. Art Therapist LOA: Moved by Jennie Olson, seconded by Jesse Miller – **motion passes unanimously**
- c. Baker: See submitted report.
  - i. Medial Assistant transit pass and signing bonus incentive LOA: Discussion about how the LOA does not incentivize currently employed MAs. Motion to approve LOA for one month, to revisit next month with better retention benefits for current employees. Moved by Jennie Olson, seconded by Sarah Curtis – **motion passes unanimously.**
  - ii. LOA: Electrician LOA: Moved by Claire Irvan, seconded by Haley Wolford Davis – **motion passes unanimously.**
  - iii. LOA: Call center LOA: Moved by Jennie Olson, seconded by Claire Irvan – **motion passes unanimously.**
- d. Grami: See submitted report.
  - i. Vaccine clinic arbitration: Jennie Olson motions to approve up to \$15K for arbitration, seconded by Casey Parr – **motion passes unanimously (mm#010122.**
- e. Lewis: See submitted report.

- i. LOA: Clinical Outreach Social Worker LOA: Contracting language will need to be further reviewed. Moved by Jen Laverdure, seconded by Sarah Curtis - **motion passes unanimously.**
- ii. LOA: PAS Revenue Specialist LOA.
  - I. Discussion about how the LOA contains language regarding duties that overlap with other positions and concern about the PAS series of job classifications is discussed. It is decided that the LOA will be pulled for further review.
- iii. Steward who shadowed an IPS investigation, went into Epic record of the person in question to review the details because they had concerns about what was discussed in the meeting. HR reached out to Staff to let them know of the violation and an investigatory meeting will be conducted.

IX. Project Charters

- a. Topic: SWWLC 1<sup>st</sup> Annual Labor Heroes Banquet. It was moved by Jennie Olson and seconded by Sarah Curtis to spend \$85 from operating budget funds. **Motion passed unanimously. (mm#010222)**

X. Committee Reports

- a. Community Liaison (Sebring): See submitted report.
- b. Membership Update (Parr): See submitted report.
- c. Education & Training (Clasen): See submitted report.
- d. Political Action (Laverdure): See submitted report.
- e. Internal Communications (Barker): See submitted report.
- f. Building (Chapman): See submitted report.
- 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 (Barker): See submitted report.

XI. Other Reports

- a. Council 75 (Laverdure / Irvan)
- b. OHSU DAC (Irvan)
- c. OHSU EAC (Irvan)
- d. OHSU EBC (Olson)
- e. OHSU Policy (Barker)
- f. OHSU Safety (Chapman)
  - i. Arbitration moving forward, and the safety charter is being rewritten. Most people interviewed. Union members are entitled to seats on the safety committee and that work is paid in full by OHSU. One should be able to be on the committee without manager approval beforehand.
- g. NOLC
- h. SWCLC

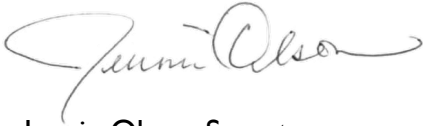
XII. Appointments to Open Seats

- a. Vice President – Sarah Curtis is appointed to the position and sworn in
- b. At-Large – Katy Holmes and Kerry Moore are appointed to at-large positions and sworn in. Sarah Cinnamon is appointed to at-large position, but is not present at the meeting's conclusion to be sworn in.

XIII. The next meeting will be held via Zoom at 5:00 p.m. on Wednesday, February 16<sup>th</sup>, 2022.

XIV. Seeing no additional business before the body, Michael Stewart adjourned the meeting at 9:10 p.m.

Respectfully submitted,

A handwritten signature in cursive script that reads "Jennie Olson".

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.)*