



EXECUTIVE BOARD MEETING MINUTES

November 18, 2015

Position	Name	Position	Name
● President	Matt Hilton	● At-Large, 11	Sarah Cinnamon
● Vice President	Chinetta Montgomery	E At-Large, 12	Vivian Lalangan
● Treasurer	Christi Branchaw	● At-Large, 13	Mike Bandy
● Secretary	Jennifer Barker	● At-Large, 14	Maureen Moncada
● Chief Steward	Michael Stewart	● At-Large, 15	Chris Fosnight
● Community Liaison, 1	Theresia Lloyd Siemer	● At-Large, 16	Tara Karnes
● Data Maintenance, 2	Haley Wolford	● At-Large, 17	Debbie Brock Talarsky
E Education & Training, 3	Marci Jo Carlton	● At-Large, 18	Catherine Martinez
- Internal Organizer, 4	VACANT	● Trustee, 1	Michelle Libra
- Navigator, 5	VACANT	- Trustee, 2	VACANT
- Political Action, 6	VACANT	- Trustee, 3	VACANT
● Internal Communications, 7	Bernie Delaney	● Staff	Kate Baker
E At-Large, 8	Elisa Davidson	● Staff	Ross Grami
● At Large, 9	Linda Ramsey	● Staff	Frank Vehafric
E At Large, 10	Matt Millard	● Staff	Dennis Ziemer
		● Staff	Corey Hope Nicholson

Key: ● present, E excused, ○ unexcused

Guests/Observers Present: Andy Friedman

- I. The meeting was called to order at 5:29 p.m. by Matt Hilton.
- II. Roll was taken by Jennifer Barker.
- III. Guests: Andy Friedman, present for AFSCME Strong Week project charter.
- IV. Officer Reports
 - a. Treasurer's Report: See submitted report. (2014 taxes)
 - i. The board approved **emm#20151105** on Nov. 5, to spend \$250 from project-charter funds to support United Steelworkers Local 7150 with a donation to their strike fund.
 - ii. Oct-15 reports are not ready yet; they will be emailed soon and presented in January 2016.
 - b. President's Report: See submitted reports.
 - i. Holiday party: Details are in the Outlook invitation. Please accept the appointment if attending and email Matt with your RSVP. Alcohol is not included but you're welcome to drink. One guest is allowed per member—no children, however.
 - ii. July 2016 board meeting: The AFSCME international convention falls during the week of our board meeting, so we need to reschedule. The July meeting will be held on the fourth Wednesday, July 27, instead. Jennifer will send an updated appointment. Matt encouraged folks to run for convention delegate if interested—it should be an interesting convention due to Friedrichs.
 - c. Vice President's Report: Chinetta had printed reports available. OHSU is hiring a chief diversity officer and is doing panel interviews of five excellent candidates this (a search company was used). In December, OHSU will present diversity action plans for all

- departments that wish to participate in the community pipeline (known as the community-employment committee by OHSU)—meetings will start in early 2016.
- d. Secretary's Report: It was moved by Jennifer and seconded by Matt to approve the following minutes: Oct-15 E-Board, Nov-15 E-Committee. **Motion passed unanimously.**
 - e. Chief Steward's Report: See submitted report.
 - i. EVS-action update: A few weeks ago, we started planning an EVS action due to years of reported abuse with nothing being done by OHSU. We're having people go to the EVS employee huddles and give handouts to the employees re: how to report abuse in the workplace. This started on Monday, with a huge response from EVS & OHSU. Pete Hazel was at the EVS morning huddle today. Wes Phillips from HR (business partner) and John Newman were also there. Pete claimed that he was unaware of the issues (despite emails we have that show the contrary). EVS employees are reportedly ecstatic and say they've already seen a change in the behavior of their immediate supervisors. Debbie asked to recognize Catherine for standing up, fighting grievances, etc. in that department for years. Leads, staff, and Michael have been there regularly, plus Sarah and Bernie have participated. Michael would like other executive board members to attend—he'll send Outlook appointments with details. Frank noted that the Facebook post about the blog open letter currently has a reach of 10,770. The Council 75 lawyer was on the phone with OHSU's lawyer on Tuesday morning, threatening a ULP. A meeting scheduled for Monday with the lawyers, staff, Matt, and Michael. We need to have our demands ready and are thinking of having a list of four names for termination plus a request for independent investigator. Additional letters are in the works for Custodial and Food & Nutrition. Chinetta asked that we tweet about the blog post, use the hashtags, etc. Debbie met with six or seven members interested in being unit stewards and every one of them asked about EVS—they heard about it by word of mouth or from folks forwarding the link to the blog post. Stickers are in the works—the one for this week is about stopping abuse; next week will be one about "ask me about my work conditions." The workplace-abuse tip sheet has been translated. We also have a The Mop parody newsletter that'll be coming out if the Monday meeting goes badly. Kate acknowledged Michael for pushing to make this a wider effort. If you have any relevant stories, email Frank or comment on the blog.

V. Money Motions

a. 2016 Budget

- i. Operating Budget: The 2016 operating-budget spreadsheet was presented to the board for the first time at this meeting. It was moved by Mike Bandy and seconded by Haley Wolford to approve the 2016 budget without discussion, except for the eZone and the number of convention delegates. After discussion, the question was called. The motion to end debate was passed unanimously. **Motion failed 3-12-0.** There was discussion around the fact that the 2016 draft wasn't presented prior to the meeting.
 - I. Convention Delegates: The board discussed the number of delegates and how it will be impacted by Friedrichs. Delegate cost per person is \$3,750. Bernie moved and Michael seconded to send eight delegates to the convention in Las Vegas. Per-diem cost is set; for airfare and hotel we used the same level of funding as the last convention. We could send the voting postcard out showing the size of the delegation

ambiguous/undetermined. **Motion to send eight delegates to the convention for \$30,000 passed unanimously.**

2. eZone funding: Frank explained his rationale for wanting to increase Chris's retainer from eight hours to 12 hours—for maintenance, getting caught up on backlog, etc. He doesn't anticipate needing to do any project charters for additional work during the year. There was discussion re: some of the projects/backlog that would be done—database improvements, mobile compatibility, etc. Haley moved and Michael seconded to approve the increased amount for the eZone (\$22,700). Bug fixes, operating system upgrades, etc. (i.e., the bare minimum) would only probably require the eight hours. **Motion to fund the higher amount for the eZone passed 14-1-1.**
3. The discussion moved to the operating budget in general. Work-unit steward activities are included in the steward budget as a whole. The 2015 operating budget was \$176,743.45. Keep in mind that we didn't have an international convention last year and that we've voted for an increase for the eZone. The elections amount is for the postcards for internal elections. There was discussion re: reducing the amount allocated for board-meeting meals. Chris moved and Michael seconded to reduce the amount for board-meeting meals to \$5,000. After discussion, the question was called. Motion to end debate passed. **Motion to reduce board-meeting meals to \$5,000 passed 11-2-2.** Contributions were cut, NEO was cut.
4. Steward Program: Michael noted that we don't have enough stewards and will need to do a lot of recruiting. The gold-star program was eliminated, but there will still be some sort of incentive/reward. The amount also includes unit-steward funding. It was moved by Jennifer and seconded by Maureen to internally move the \$1,000 eZone to the unit-steward program. The motion was then withdrawn. It was clarified that no additional funds would be paid from the steward budget for eZone work—any steward-related eZone work should come from the new increased retainer amount for Chris. There was some concern as to whether the steward amount is enough. Michael wants a more robust steward program, but is too new to the office to make a recommendation about budget increases or how the line items might be changed. We can ask for additional funding later in 2016 if necessary.
5. Sarah moved and Theresia seconded to approve the 2016 operating budget of \$195,001. There was discussion about needing to make cut when the Friedrichs decision comes down. **Motion passed 13-3-0. (mm#110115)**

ii. Committee Budgets

1. Community Liaison: Hayley moved and Sarah seconded to approve the full funding level of \$3,970. There was discussion about the ERG support—this is for helping members attend events that aren't fully or at all funded by OHSU's support of the ERG activities. After discussion, the question was called. **The motion passed unanimously. (mm#110215)**

2. Labor Day Picnic: The requested amount was \$8,000, not including food and lost time. Food is cost-shared amongst all the locals that participate. Chinetta moved and Christi seconded to approve the full \$8,000. After discussion, the question was called. **The motion passed unanimously. (mm#110315)**
 3. Policy Committee: The committee requested \$500 for dinners for six of the 12 meetings. It was moved by Chinetta and seconded by Theresia to approve the request. After discussion, the question was called. **The motion passed 15-1-0. (mm#110415)**
 4. Internal Communications: It was moved by Mike and seconded by Sarah to approve full amount requested. It was noted that an additional \$1,005 would be needed for OPE for lost time. There was discussion about shifting the bulletin board cost down to accommodate the \$1,005 increase in lost-time and about the costs for catering. Kate let Bernie know that the staff and lead-steward lunches could be eliminated since they get lunch at the steward meeting after the ICC meeting. The Facebook and blog costs were explained. Christi noted that the blog cost is already paid for in another budget and meals will be reduced by half. New total requested is \$14,650.08. Mike called the question and the motion to end debate passed. **The motion passed 14-0-2. (mm#110515)**
- iii. Project Charters: The balance available for 2016 project charters is \$54,310.92.
1. AFSCME Strong Week: Total amount requested is \$35,700. Andy spoke about the blitz week. There will be a blitz on Saturday and Sunday and people will be on campus on Martin Luther King Day. Activities are focusing on the two largest locals, 88 and 328. We will be getting boots on the ground from international and from the AFL-CIO—Council 75 will be paying for their airfare and other costs. The project charter focuses on getting the MOM cards signed and on worksite activities. Theresia moved and Linda seconded to approve. **Motion passed unanimously. 2015 project-charter funds \$4,200 (mm#110615A), 2016 project-charter funds \$4,500 (mm#110615B), 2016 project-charter funds for lost time \$2,700 (mm#110615C).**
 2. SW Washington Central Labor Council: It was noted that we don't even pay the full per capita amount for NOLC. It was pointed out that folks can get on their email list for information even if we don't have delegates. It was moved by Chinetta and seconded by Bernie that the project charter not be funded. Matt noted that per capita is based on people who work in WA, not those who live in WA, so the figures in the project charter don't appear to be accurate.. After discussion, the question was called. **The motion passed 13-2-1.** (The project charter will not be funded.)
 3. West Campus Technician Appreciation Week: It was moved by Hayley and seconded by Christi to fund this for \$500. There was discussion re: how this differs from AFSCME Strong Week. After discussion, the question was called. **The motion passed unanimously. (mm#110715)**

- VI. Staff Reports/LOAs
- a. Baker: See submitted report.
 - b. Grami: See submitted report.
 - c. Vehafric: No report submitted. The preliminary ICC steward video was presented—the video was produced in house by union labor (EdCOMM).
 - d. Ziemer: See submitted report.
 - i. LOA—Sick Leave: This LOA was requested by OHSU because of recent changes in state law and federal executive order. It has a lot of positive effects for our members. After discussion, the question was called. Maureen moved and Theresia seconded to approve the LOA. **The motion passed unanimously.**
 - ii. LOA—END Specialist/Technologists: The LOA adds a new classification—END Specialist—and makes other changes. Most END Technologist 1s will move to 2s. This is a positive for our members. It was moved by Theresia and seconded by Linda to approve the LOA. After discussion, the question was called. **The motion passed unanimously.**
- VII. Committee Reports
- a. Community Liaison (Lloyd-Siemer): See submitted report. Please refer to Marci Jo’s email about the Dress for Success clothing drive—we can take clothes to her office in Mac Hall.
 - b. Data Maintenance (Wolford): See submitted report. Haley asked if we want to see retirement and other statistics. Since the local already gets a report from OHSU with retirement statistics, it’s unnecessary for Haley to run an additional report.
 - c. Education & Training (Carlton): See submitted report.
 - d. Internal Organizer (vacant): n/a
 - e. Unit Steward (vacant): n/a
 - f. Political Action (vacant): n/a
 - g. Internal Communications (Delaney): See submitted report.
 - h. Other
 - i. Building (Bandy): Roof work has been done. Building fully occupied (apartment, plus State Farm signed a new lease). Water meter issue is still in progress of being fixed—some work will start next week. General contractor is dealing with everything, dealing with the pumber
 - ii. NOLC (Carlton): See submitted report.
 - iii. OHSU Policy Advisory Committee (Barker): See submitted report.
 - iv. Parking (Militante/Bandy): See submitted reports.
 - v. Policy (Hilton): No report submitted.
- VIII. Old Business
- a. The Council 75 Women’s Committee is holding its conference in January 2016.
- IX. New Business
- a. Matt came to agreement with his department that if the union will pay for the time for him to attend the EVS meeting on Monday, they’ll release him. He’s not asking for funding—this would be paid from his president’s time. There is a slight chance that it would incur OT but most likely not.
- X. There will be no meeting in December due to the holiday party. The next meeting will be held Wednesday, Jan. 20, in CDRC 3200. Dinner starts at 5:00 p.m.; the meeting starts at 5:30 p.m.

XI. Seeing no additional business before the body, it was moved by Sarah and seconded by Linda to adjourn the meeting. **Motion passed unanimously.** Matt Hilton adjourned the meeting at 8:38 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.)