



EXECUTIVE BOARD MEETING MINUTES

May 18, 2016

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

Key: ● present, E excused, ○ unexcused

Guests/Observers Present: Linda Ramsey

- I. The meeting was called to order at 5:30 p.m. by Matt Hilton.
- II. Roll was taken by Jennifer Barker.
- III. Officer Reports
 - a. President's Report: See submitted report.
 - i. Constitutional Requirements—Dues: It was recently brought to Matt's attention that the dues of a board member have not been being paid while she has been on extended medical leave from OHSU. Per our constitution, if a member doesn't pay dues for two months, s/he is no longer considered a member in good standing and is unable to serve on the board, observe board meetings as a guest, etc. The board discussed the issue at great length. It was clarified that the member would be able to observe meetings once her dues are paid up, but would not be able to be elected or appointed to the board again until she has been a member in good standing for 12 months. A hat was passed so that board members who wished to make a donation to this member out of their personal funds could do so.
 - ii. United Steelworkers Letter: Matt read a letter from USW thanking us for our donation and support during their recently ended lockout.
 - iii. Employee Benefits Council Prescription-Drug Update: Employee-only coverage is at 100%, but employees with spouse or family coverage are on the hook when healthcare costs go up. Healthcare costs have gone up 17% this year, with prescription costs also increasing by double digits. Our 2015–2019 contract limits how much of this increase can be pushed onto employees. Moda wanted to raise our premiums by \$500 next year. The AFSCME reps on the EBC proposed the following plan, which was approved by the EBC: The single-

employee deductible will increase \$50/year over the next five years; the spouse/ family deductible will increase by \$100/year over the next five years. Matt reminded the board to remember the option to sign up for a flexible-spending account during open enrollment—an FSA comes in handy to cover prescription deductibles, etc.

- iv. Board Departure: Chris Fosnight is now full-time police officer and no longer in bargaining unit.
- v. Policy-Committee Recommendations: The policy committee recommends that the ICC and PAC board seats remain designated seats but that the Unit Steward and Internal Organizer board seats be converted to at-large positions, in order to assist in recruitment for vacancies, etc. The recommendation comes with automatic second. **Motion passed unanimously.**

vi. Convention:

- I. Resolution re: Cannabis Reform: Local 328 would again like to bring a resolution on cannabis reform to the International convention. (This was attempted in 2014 — the resolution made it out of the resolutions committee with 2/3 support but was killed and not brought to the convention floor for a vote by the delegation. Haley moved and Michael seconded to introduce the cannabis-reform resolution. To update the 2014 version, information was added re: the positive financial impact for Colorado since legalization, the states where cannabis reform is going to be on the ballot, etc. After discussion, the question was called. **Motion passed 13-1-0.**

- 2. Letter to International: Matt moved and Sarah seconded to send the letter as presented. **Motion passed unanimously.**

b. Treasurer's Report: See submitted report(s).

- i. A.W. ULP: \$300 was approved by the executive committee over email on May 12 to provide emergency funding for a ULP. The motion was handled this way because the funding needed to be approved prior to the three days it takes to do an email motion with the entire board. **emm#20160512**
- ii. Committee Funds Returned to Project-Charter Fund: Two committees have reevaluated their 2016 budget requests and determined that they have unused funds that can be returned to the project-charter fund. ICC will return \$6,520 and Community Liaison will return \$700.
- iii. The treasurer's report comes with an automatic second to acknowledge receipt of the below reports and note that they will be filed for annual audit:

- I. Apr-16 Balance Sheet Standard, Balance Sheet Detail, Transaction List by Date and Profit & Loss Budget Performance

Motion passed unanimously.

c. Vice President's Report: No report submitted.

d. Secretary's Report: It was moved by Jennifer and seconded by Christi to approve the following minutes: Apr-16 E-Board, May-16 E-Committee. **Motion passed unanimously.**

e. Chief Steward's Report: See submitted report.

IV. Money Motions:

- a. Jobs with Justice Dinner (Hilton): Demand exceeded supply for the ten previous tickets. Matt moved and Christi seconded to request \$300 from project-charter funds for three more JWJ dinner tickets. **Motion passed unanimously. (mm#050116)**

- b. Electronic Card Signing/Council 75 Funding Request (Hilton): Andy Friedman did the homework and International gave their blessing for Council 75 to set up electronic membership-card signing. We haven't found that any other unions have this capability. The entire project would have a one-time cost of ~\$6,000; Council 75 has asked Local 328 to fund half of this. Costs include graphic design of the card itself and programming for syncing to council and local websites. The graphic-design costs will probably be eliminated as the design can be done in-house. Chris Tsongas, our current eZone contractor, submitted the best quote. We'd like to have this go live over the summer. Matt clarified that we'll let Andy know that this is a one-time contribution from our local and that we won't keep supporting the costs of upkeep, etc. going forward Christi moved and Haley seconded to give this project \$1,500. **Motion passed unanimously. (mm#050216)**
- c. Education Budget: \$3,660 was requested, to include funding for the Council 75 leadership conference in Hood River for up to four attendees (\$1,600), LERC summer school for up to three attendees (\$1,530), various other LERC classes (\$280), and miscellaneous trainings (\$250). Marci Jo moved and Christi seconded to approve the request. **Motion passed unanimously. (mm#050316)**
- d. SIUW: \$1,600 was requested to send members to this conference (at UCLA this year). No lost time and no per diem is included in the request. Sarah moved and Theresia seconded to approve the request. **Motion passed 9-3-1. (mm#050416)**

V. Staff Reports/LOAs:

- a. Baker: See submitted report.
- b. Grami:
 - i. Resignation: Ross announced that he's taking a new position as Council 75's communications director. He hopes the council's communications department will grow, and his plan is for Local 328 to make up about a quarter of his work. Michael Lobby, relief employee/Local 328 lead steward, will go out on lost time to help some of the representational workload for Ross as his OHSU assignment wraps up.
 - ii. Transportation Campaign Plan: The local will be conducting a new campaign similar to the EVS campaign but with some exciting new elements. Workers in the department have already been speaking with HR about departmental issues. This plan is confidential—please shred the document if you printed it out.
- c. Vehoafic: No report submitted.
- d. Ziemer: See submitted report.
 - i. LOA—Logistics Shipping Specialist: This LOA affects one employee who is very underpaid—he is the only person qualified for the position and does lots of regulatory work. The plan is to approve this LOA and then file for an upward reclassification to ensure that the employee's compensation is appropriate. The member is okay with the plan. Marci Jo moved and Theresia seconded to approve the LOA. **Motion passed unanimously.**
 - ii. LOA—Logistics Incentive Program: This LOA affects buyers—they historically already get bonuses for trying to find savings for OHSU in their purchases, but it hasn't been written in stone or consistent, so the LOA will formalize the process. Members approve of the LOA. Christi approved and Theresia seconded to approve the LOA. **Motion passed unanimously.**
 - iii. LOA—Radiation Tech CNI: Consideration of the LOA was withdrawn per the request of the affected members. HR will review it further.

- iv. Terminations: Dennis is handling two terminations, one of which is recommended to take to arbitration. Michael moved and Debbie seconded to spend up to \$15,000 to take the one case to arbitration. After much discussion regarding the case, the question was called and the board voted to end debate.
Motion passed 10-1-2.

VI. Committee Reports

- a. Community Liaison (Lloyd-Siemer): See submitted report.
- b. Data Maintenance (Wolford): Nothing to report.
- c. Education & Training (Carlton): See submitted report.
- d. Other
 - i. Building (Bandy): No report submitted.
 - ii. Elections (Libra/Hilton): There was an issue with delegate nominations this time. We'll edit the election-notification postcard to help with this in the future. Matt suggested a policy/practice that (a) only nominations submitted via the process outlined on the postcard will be accepted and (b) only one nomination per submitted online nomination form will be accepted.
 - iii. Policy (Barker): See submitted report.

VII. Other Reports

- a. NOLC: No report submitted.
- b. OHSU Parking: No report submitted.
- c. OHSU Policy: Jennifer did not attend this meeting this month, as none of the policies being discussed were applicable to our members.
- d. OHSU Retirement Plan Advisory Committee: The next meeting will be held May 19.

VIII. Announcements

- a. A reception will be held at the Council 75 office on Wednesday, June 22, from 4:00–7:00 p.m., to honor Ken Allen on his retirement and welcome our new executive director, Michael Seville. Appetizers and beverages will be served.
- b. Matt thanked members for taking volunteer shifts during the primary season.
- c. See Haley if you want to adopt some albino guinea pigs.
- d. LERC sign-up is closing soon. There are three spots available—email Marci Jo if interested.

IX. The next meeting will be held Wednesday, June 15, in CDRC 3200. Dinner starts at 5:00 p.m.; meeting starts at 5:30 p.m. Due to the International convention, the July meeting will be held on the fourth Wednesday of the month, July 27. Outlook appointments for the next year will be sent at the end of this month.

X. Seeing no additional business before the body, it was moved by Maureen and seconded by Michael to adjourn the meeting. **Motion passed unanimously.** Matt Hilton adjourned the meeting at 7:44 p.m.

Respectfully submitted,

APPROVED 6/15/2016

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.)