



EXECUTIVE BOARD MEETING MINUTES

June 15, 2016

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

Key: • present, E excused, o unexcused

Guests/Observers Present: Stacey Chamberlain, Council 75 Collective-Bargaining Director; Greg Devereux, Council 28 Executive Director/AFSCME International Vice President.

- I. The meeting was called to order at 5:29 p.m. by Matt Hilton.
- II. Roll was taken by Jennifer Barker.
- III. Guests: Stacey Chamberlain is running, currently unopposed, for the AFSCME IVP seat being vacated by Ken Allen. She would be the eighth woman on the International board if she wins. Greg is running, currently unopposed, for re-election to his IVP; he noted that he will not run again after the upcoming term. Greg feels that our two councils have been a progressive force at the International, and he looks forward to the possibility of working with Stacey on the board. Greg is unaware of anyone running against Lee Saunders, but there may be a candidate running against Laura Reyes.
- IV. Officer Reports
 - a. Treasurer’s Report: The regular reports will be submitted for review and acknowledgment of receipt next month.
 - b. President’s Report: See submitted report.
 - i. ULP Update: A meeting with an ERB mediator was held in early June about the ULP OHSU filed against the local in January (for violating the contract during the EVS campaign by posting a cartoon on a locked bulletin board and by staff accessing a department without prior notice. Both parties agreed to settle the matter by consent order. The consent order stipulates that AFSCME violated ORS 243.672(2)(g) when it violated contract articles 2.1 and 2.6 as noted above. AFSCME agrees to cease and desist from violating this ORS. All other charges/allegations in OHSU’s complaint were dismissed.

- ii. EVS Update: The department’s labor/management committee is up and running. The investigator has completed her report, and both sides met a couple of weeks ago. We’ll develop joint statement with OHSU, which will go to EVS employees (who can also review the investigator’s report), and then we’ll publicize the outcome to our membership at large (online, etc.). There are now some supervisor job openings in EVS. Our union’s EVS campaign was huge win.
- iii. Barbeque Update: Emails about the July 13 barbeque by Mac Hall have been sent out. There are a variety of ways member leaders can volunteer — Chinetta is the point person, so contact her if you’re available/interested.
- iv. Future Guests/Time Usage: Matt asked about how setting guidelines for the length of presentations by board-meeting guests; the general feeling was that we’d like a 30-minute limit. We’ll be reaching out to OHSU’s disability trainer, Ian Jaquiss, to give a presentation in the future; Matt will touch base with Matt Millard about this.
- v. Convention Update:
 - 1. Letter to International: We sent our letter to Lee Saunders; Matt hasn’t seen a response yet and isn’t necessarily expecting one.
 - 2. Cannabis Reform Resolution: Receipt of our resolution at the International office has been confirmed.
 - 3. LGBTQ Resolution: Michael spoke on this, a resolution we’d like to put forward stating that AFSCME opposes discriminatory legislation against LGBTQ folks. He asked that the board approve just the concept for now, since we don’t have the draft ready. Matt moved and Theresa seconded that the executive committee will vote on the final version of our resolution, which will then be distributed to the board for informational purposes. **Motion passed 8-0-1.**
 - 4. Voting: We don’t bind our delegates’ votes. Vote your choice, and go to convention prepared to work. Matt strongly supports Stacey and Greg.
- c. Vice President’s Report: Chinetta has been working on the community-employment pipeline, which has officially been kicked off with OHSU; she’s been meeting every two weeks. She’s been working with Matt Millard, who is also part of the Oregon Workforce Investment Board. He found a grant for healthcare workers and brought it to OHSU’s attention — they’re willing to partner with Council 75 and us on this. The first phase of this project entails looking at how OHSU can better promote internal candidates. There are a few classifications OHSU wants to focus on, but anyone can apply for the grant. In the next phase we will hopefully look at retention. Chinetta noted that the kickoff of this project has been extremely positive, other than a couple of minor things. In other news, OHSU has hired Dr. David Gibbs as its vice president for equity and inclusion. We want to extend an official invite to him to partner with us.
- d. Secretary’s Report: It was moved by Jennifer and seconded by Matt to approve the following minutes: May-16 E-Board, Jun-16 E-Committee. **Motion passed unanimously.**
- e. Chief Steward’s Report: See submitted report.

V. Money Motions

- a. ULP Mediation Fee: The ULP discussed at last month's board meeting was filed and paid for, but then the ULP was withdrawn by OHSU and mediation was pursued with OHSU. An additional fee of \$250 was paid to the state for the union's share of the mediation services. We can't refuse to pay the fee, and the actual invoice has already been paid. Matt moved and Debbie seconded to pay for the \$250 mediation fee from contract-defense funds. **Motion passed unanimously. (mm# 060116)**
- b. Convention Per Diems: Per-diem expenses were already approved in the conventions line item in the 2016 operating budget. However, any advances issued need to be approved by the board, with the details included in the minutes. Marci Jo moved and Jennifer seconded to issue advances for partial per diem, in the amount of \$300 per person, to the following delegates for the 2016 AFSCME International convention: Matt Hilton, Mike Bandy, Kelli Byrd, Theresia Lloyd-Siemer, Catherine Martinez, Chinetta Montgomery, Renee Rice, and Michael Stewart. **Motion passed unanimously. (mm#060216)**
- c. President Cell Phone: Matt is finding that he needs a phone for union work — he no longer has private space at work and doesn't want to give out his personal number. It is the treasurer's recommendation that, if the board approves this expense, it come out of the contingency line item of the 2016 operating budget, with the future expense then being built into the 2017 operating-budget proposal. If approved, Matt will select a plan with Christi's approval, and the cost of the selected plan will be reported back to the board. Theresia moved and Michael seconded to spend up to \$500 from contingency to purchase a cell phone for the president and coverage for the remainder of 2016. (Future minutes will indicate the specific amount spent once the purchase has been made.) **Motion passed 9-0-1. (mm#060316)**
- d. Contract Printing: We've run out of the mini contracts; we've been ordering them conservatively, so we need to order more. Marci Jo moved and Matt Millard seconded to spend up to \$2,500 from contract-defense funds to print 250 mini contracts (preferably in a larger font/size). **Motion passed unanimously. (mm#060416)**
- e. Arbitrations:
 - i. M.L. Case (Ziemer): This case was resolved and a settlement signed this morning, so arbitration funding is no longer needed.

VI. Staff Reports/LOAs:

- a. Baker: See submitted report.
 - i. LOA — Diagnostic Radiology Performance Bonuses: Michael moved and Marci Jo seconded to approve the LOA. **Motion passed unanimously.**
 - ii. LOA — Clinical Documentation Specialist class-spec modification: Staff recommendation is to reject the LOA. Elisa moved and Theresia seconded to vote no on the LOA/class spec. **Motion passed unanimously.**
- b. Grami: No report submitted.
- c. Vehoafic: No report submitted.
- d. Ziemer: See submitted report. Kate has a case where an employee was not paid for attending steward training. Article 2.2.3 covers this, but Article 2.2.5 also applies. A grievance has been filed. Dennis also reported on some alleged improper use of some techs (which went against their certification); OHSU's Integrity office is looking into some of the most serious issues (fraud allegations). Ongoing problems with

one of OHSU's HR business partners were discussed. We need to consider making an official complaint about this person. If you've had negative interactions with the business partner in question, email Matt so we can start addressing the issues at the next meeting with HR. Dennis is also working on four Pharmacy grievances — two are from individuals for vacation denials, one had to do with the clinical coordinators being incorporated into the pharmacists' vacation pool, and one is related to a failed attempt at creating a vacation consensus agreement. Dennis has proposed to the director of Pharmacy Services to resolve all four grievances by creating a model consensus agreement for inpatient pharm only but she refused. He's working with the HR business partner to try to get things resolved. Pharmacy still has big problems with vacancies.

VII. Committee Reports:

- a. Community Liaison (Lloyd-Siemer): See submitted report.
- b. Data Maintenance (Wolford): Nothing to report.
- c. Education & Training (Carlton): See submitted report. There's still one spot available for LERC Summer School. Leadership Conference coming up — more spots than expected will be open since it's just a one-day conference. Chinetta noted that Leadership Conference is now more geared toward newer members — it might be good for unit stewards.
- d. Other:
 - i. Building (Bandy): See submitted report. Chinetta noted that the back room is going to be cleaned out and organized — if you have items stored at the Barbur office legitimately, make sure to label them.
 - ii. Policy (Hilton): The policy committee has reviewed and updated the Vendors/Education, Trainings and Non-Convention Events policy. The revisions come from with a recommendation from the committee with an automatic motion and automatic second. **Motion passed unanimously.**

VIII. Other Reports:

- a. NOLC: No report submitted.
- b. OHSU Policy Committee (Barker): No meeting was held this month.
- c. OHSU Retirement Plan Advisory Committee (Barker): No meeting was held this month.
- d. Old Business: None.

IX. New Business

- a. Ross asked that we go to the Oregon AFSCME Facebook page and like and share the post about au pairs/Freedom Foundation.

X. Announcements

- a. Council 75 will have a presence at Pride. The parade starts at the NW Park Blocks on June 19 at 11:00 a.m. See the various posts of Facebook for details.
- b. Freedom Foundation is doing an event at the Oregon Zoo. June 24 at 5:00 p.m. Rebecca Friedrichs will be a guest there. Matt will distribute the flyer. Contact Ross for details.
- c. Chinetta mentioned that the Oregon AFL-CIO is sponsoring an Oregon Strong Voice Summit is taking place on July 29 at the University of Oregon in Eugene.
- d. Farmers Market tabling is scheduled for Tuesday, July 26. Please sign up for 10:00 a.m. – 12 noon spots if you're able.

- XI. The next meeting will be held Wednesday, July 27, in CDRC 3200. Please note that the regular date has been rescheduled due to the convention. Dinner starts at 5:00.p.m.; meeting starts at 5:30 p.m.

XII. Seeing no additional business before the body, it was moved by Jennifer and seconded by Marci Jo to adjourn the meeting. **Motion passed unanimously.** Matt Hilton adjourned the meeting at 7:02 p.m.

Respectfully submitted,
Approved 07/27/16

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.)