



EXECUTIVE BOARD MEETING MINUTES

August 17, 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	● Building Manager, 13	Mike Bandy
● Secretary	Jennifer Barker	n/a At-Large, 14	VACANT
● Chief Steward	Michael Stewart	n/a At-Large, 15	VACANT
● Community Liaison, 1	Theresia Lloyd Siemer	● 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	● 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	Andy Chavira
n/a At Large, 9	VACANT	● Staff	Frank Vehafric
E At Large, 10	Matt Millard	● Staff	Dennis Ziemer

Key: ● present, E excused, ○ unexcused

Observers Present: Andy Friedman

- I. The meeting was called to order at 5:30 p.m. by Matt Hilton.
- II. Roll was taken by Jennifer Barker
- III. Guests: Michael Seville, Robert Kent, Ross Grami, Veronica Burwick, Bryan Brock, Cassie Barton
 - a. Michael Seville: Michael Seville has been on the job as the new Council 75 executive director for about two months now. He's been involved in the labor movement for ~15 years. He's been traveling around the state, meeting with members, and focusing on getting to know folks and learn the structure at and issues within AFSCME. He sat in on the interviews for the new council communications director and was impressed with Ross—he feels we're already doing better with communications, but wants to continue to improve. He is working to create a strategic communications plan for the council. There are very different political opinions at different worksites/locals. Michael has been working with Joe Baessler to develop legislative priorities. One big difference between Michael and Ken Allen is Michael's focus on communications—he'd like to model what Local 328 has done and see if it can be rolled out to other locals. We have more than 6,000 members and that will likely increase—we feel we're due for a fifth staff member, if we want to keep a ratio of 1,200 members per staff rep. Michael doesn't yet have a sense of the workload of the reps and needs to know that before making a decision—would we need another rep, lost-timers, an organizer, etc.? Q: Has he considered rolling out our anti-bullying campaign (EVS) to other locals? A: We could take the lessons

learned and communicate that to other locals and let them know what we did/accomplished. Q: How will the council ensure that underrepresented voices are heard re: issues/events that affect them, instead of always having a white man take advantage of these opportunities? A: Michael would like to work on developing resources re: who would be the best voices to tap for this kind of thing—he stated that he is dedicated to fighting for diversity. Q: How do we talk to folks about Measure 97—people who are afraid that grocery prices will go up, etc.? A: It's built into the measure that companies won't know what their financial burden is except for once a year. M97 is specifically structured to not impact small businesses. It's unlikely that big companies will have two sets of prices—e.g., a higher price for Oregon and a lower one for all other states. If this measure doesn't pass, Oregon will have a \$1.5 billion deficit. Feel free to contact Michael directly if you have additional questions.

- b. Pharmacists: Dennis referred the board to the four grievances that were sent out with the meeting materials. Since the grievance, the clinical coordinators have all become supervisors and thus don't have to help cover pharmacist vacations. Pharmacy is not following the contract's vacation-bidding process. The department tried to force a consensus agreement on people and it was voted down. There's a recurring theme in the department with vacations being denied. VAC is denied even for days when there's nobody else with the day off. He'd like approval for arbitration for three grievances (as a package, per Jen Chapman's recommendation?). The department is hemorrhaging staff due to these issues. There have also been concerns about retaliation and intimidation.
- c. R.K. Appeal--Ross gave a summary of the grievance, followed by a presentation from the member. Two disciplinary actions have been grieved, a written warning related to on-call and a final warning related to OFLA issues. Staff and our attorney recommend that we proceed to arbitration for the OFLA case. The member states that the allegations around the written warning are completely untrue. The member is now back at work after all of this--OHSU withdrew a termination for a third incident. Ross discussed additional background re: these cases. The member is appealing the staff recommendation to only take the final-warning case to arbitration. Elisa moved and Theresa seconded to uphold the staff recommendation to only proceed to arbitration for the final-warning case. **Motion passed unanimously.** Marci Jo moved and Christi seconded to spend up to \$15,000 from contract defense to take the R.K. OFLA/final-warning grievance to arbitration. **Motion passed 12-0-1.**
(mm# 080116)

IV. Officer Reports

- a. Treasurer's Report: See submitted report(s).
 - i. 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. Jul-16 Balance Sheet Standard, Balance Sheet Detail, Transaction List by Date and Profit & Loss Budget Performance
Motion passed unanimously.
- b. President's Report: See submitted reports.
 - i. ICC Chair Recruitment: Jennifer and Matt have reached out to Trisha Crabb, a member who's interested in the position; Matt needs to follow up with her.
 - ii. LMC Progress: The EVS LMC has been ongoing and is going well; the LMC is now breaking up into subcommittees. We hope to launch the Patient Transportation LMC to start in September—Michael will be the executive sponsor and Nate will also be on the committee.

- iii. Union Emails: Be sure to check your union email address. Board members should especially be checking and reading the LOAs since they're sent early—read them so you can ask questions in advance. Don't just read the email motions.
 - 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: Jul-16 E-Board, Aug-16 E-Committee. Question re: part of the E-Committee minutes. **Motion passed 12-0-1.**
 - e. Chief Steward's Report: See submitted report. Michael is making a big effort to retool the steward program. If you used to be a steward and had to quit, or didn't want to try it, take a look at the rebooted program and see what you think.
- V. Staff Reports:
 - a. Baker: No report submitted. LOAs will be covered in old business.
 - b. Chavira: Andy C. introduced himself. He'll be covering Ross's previous assignment, mostly hospital-based departments.
 - c. Vehafric: Nothing to report
 - d. Ziemer: See submitted reports. Pharmacy vacation issues are a chronic problem. Matt moved and Theresia seconded to spend up to \$20,000 to bundle the Pharmacy grievances and take them to arbitration. **Motion passed unanimously.**
(mm #080216)
- VI. Committee Reports
 - a. Community Liaison (Lloyd-Siemer): See submitted report. The Making Strides breast-cancer walk is Oct. 16—the Council 75 women's committee will have a team. Information on the upcoming women's committee meeting included in her report. Info re: meeting this Saturday included in report, re: how to log in remotely.
 - b. Data Maintenance (Wolford): No report submitted.
 - c. Education & Training (Carlton): See submitted report. There's been high interest in the upcoming Leadership Conference, and all but two members who've expressed interest are new to the conference.
 - d. Internal Communications (vacant): See submitted report.
 - e. Other
 - i. Building (Bandy): Andy F. gave Mike the name of a roofer—Mike is waiting for second quote. Pest control should have come today—this is a monthly service. We charge \$1,995/month for rent for the three-bedroom apartment in the building.
 - ii. Policy (Hilton): Nothing to report.
- VII. Other Reports
 - a. OHSU RPAC (Barker/Cinnamon): No report submitted.
 - b. OHSU Parking (Bandy): KPV parking now has license-plate-recognition cameras. Mike suggested to the committee that they put a notice on O2 informing employees of this change. Waterfront parking now has Parking employees roaming the lots with mobile devices checking cars.
 - c. OHSU Policy (Barker): Nothing to report.
 - d. NOLC (Carlton): See submitted report.
- VIII. Old Business
 - a. SW Washington Central Labor Coalition: Theresia goes to meetings every month as an observer but is unable to vote unless our local pays the per-cap fee. Theresia moved

- b. and Sarah seconded paying the per-cap fee for 30 people for the rest of 2016 (a total of \$40.80), to be paid from contingency. **Motion passed unanimously. (mm# 080316)**
 - c. Stationary Engineer Apprenticeship LOA (Kate): Kate has been working back and forth with department and HR. We have a commitment from HR to sit down together and work on a pathway for advancement from SE 1 to 2. OHSU has agreed to what we asked for, and Kate recommends approval. Theresia moved and Christi seconded to approve the LOA. **Motion passed unanimously.**
 - d. Clinical Documentation Specialist LOA: OHSU noted that it has the discretion to make these positions salaried if the position meets the criteria. Kate said that the position does fit the criteria and recommends approval of the LOA. Theresia moved and Marci Jo seconded to approve the LOA. **Motion passed unanimously.**
- IX. New Business
- a. Unexcused Absences: Nate had three consecutive unexcused board-meeting absences. He reported that he'd forgotten the board meetings and hadn't been checking his union email and had some family obligations to take care of. Matt moved and Christi seconded for Nate to remain on the board as a trustee. The motion was discussed after Nate left the room. **Motion passed unanimously.**
- X. Announcements
- a. Labor Day Picnic: We still need volunteers, for corn prep on Sunday and for serving food at the picnic. We are expecting an uptick in attendance. Theresia has ordered 700 scrip and 700 ride bracelets.
- XI. The next meeting will be held Wed., Sept. 21, in CDRC 3200. 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 Christi and seconded by Matt to adjourn the meeting. **Motion passed unanimously.** Matt Hilton adjourned the meeting at 7:53 p.m.

Respectfully submitted,
APPROVED 10/19/16

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.)