



EXECUTIVE BOARD MEETING MINUTES

November 16, 2016

Position	Name	Position	Name
● President	Matt Hilton	E At-Large, 11	Sarah Cinnamon
E Vice President	Chinetta Montgomery	n/a At-Large, 12	VACANT
● Treasurer	Marci Jo Carlton	● 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
● Data Maintenance, 2	Haley Wolford	● At-Large, 17	Debbie Brock Talarsky
● Education & Training, 3	Vivian Lalangan	● At-Large, 18	Catherine Martinez
E At-Large, 4	Helen Metts	○ Trustee, 1	Michelle Libra
● At-Large, 5	Robert Dorsett	n/a Trustee, 2	VACANT
n/a Political Action, 6	VACANT	n/a Trustee, 3	VACANT
● Internal Communications, 7	Trisha Crabb	E Staff	Kate Baker
E At-Large, 8	Elisa Davidson	● Staff	Andy Chavira
○ At Large, 9	Nate Leviner	○ Staff	Frank Vehafric
n/a At Large, 10	VACANT	● Staff	Dennis Ziemer

Key: ● present, E excused, ○ unexcused

Observers Present: Roxanna Logsdon

- I. The meeting was called to order at 5:30 p.m. by Matt Hilton.
- II. Roll was taken by Jennifer Barker.
- III. Guest: Andy Friedman
- IV. Officer Reports
 - a. President's Report: See submitted reports.
 - i. Post-Election Reality/Budget Impacts: Trump was elected. We will need to do more community outreach to minorities and those facing the brunt of the hostility after the election. We should plan to reach out to the OHSU ERGs. We most likely won't have labor-friendly justices appointed, at the federal or Supreme Court level, in this administration--we will need to go back to our *Friedrichs*-planning state and do a lot of internal organizing and getting signed MOM cards. In a worst-case scenario, we could be facing national right-to-work legislation.
 - ii. Dec. 21 Holiday Party: There will be no board meeting next month. Instead, we will be holding a member celebration/holiday party in BICC Gallery from 4:00 – 8:00 p.m. We'll be using same caterer as we used for the summer BBQ. Haley will look into working with OHSU to shuttle Primate Center folks to/from the party.

iii. 2017 Planning:

1. Bargaining Prep: We're about halfway through the contract. In early 2017 we should start some early education on strike preparation. Bargaining is one of the most important things we do as a union, and early prep will only make us stronger.
2. AFSCME Strong 3.0: If you have ideas on ways to get people to sign cards, start conversations, etc., draw up a project charter and we'll try to get it funded. There was discussion on how we strike a balance in the current political climate, while also benefitting from the fact that the election has catalyzed a lot of people. We need to reach out to the ERGs and community organizations. We also need to come up with a way to talk about the union to Trump supporters; Andy F. noted that the council has a lot of experience engaging in conversation with more conservative members. At the local level, we need to stress that we support pro-worker candidates regardless of party and frame things in term of policies, not candidates/parties. It was suggested that we not use our old framing—we need to be honest about what Trump is going to do. We need to build a sense of community with our neighbors, fellow union members, etc.

b. Treasurer's Report:

- i. The draft 2017 operating budget was sent out on Friday with the other reports, so board members should have taken the time to review. We'll discuss and vote on our base budget this meeting and the committee budgets in January 2017-- this will give Marci Jo more of a chance to get settled into the office. The motion was discussed. Projected income from dues from 6,000 members is \$462,960.00; the outgoing amount required to go to the contract-defense fund is \$144,000.00. We budgeted relatively conservatively, for 6,000 members, but our actual membership is ~6,300. Haley moved and Theresia seconded to approve the 2017 operating budget in the amount of \$224,361.88, leaving \$94,598.12 remaining for committee budgets and project charters. **Motion passed unanimously. (mm #110116)**
- ii. There is no formal treasurer's report this month. Marci Jo is working with Jeneane to review the accounts, get bills and payments caught up, etc. If anyone has questions about pending payments, contact Marci Jo.

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

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

e. Chief Steward's Report: The patient Transportation LMC is going well--better than expected--with good buy-in from management. Michael is still trying to figure out how to improve attendance at steward meetings. There was a question re: whether we've ever looked into live-streaming the meetings or using GoToMeeting. Trisha and Michael will connect to discuss this option. Board members should feel free to email any ideas to Michael.

V. Money Motions:

- a. Bookkeeper: If Jeneane ends up needing more hours than what we budgeted for, we'll bring a money motion forward to cover the time from contingency.

- b. DAPL Statement & Support: Matt gave some background on the DAPL protests and the role of labor in protest and support. The AFL-CIO has supported the protests; several unions have come out in opposition. Theresa moved and Trisha seconded to approve the statement of support and spend \$500.00 to donate to an appropriate charitable organization to be determined. **Motion passed unanimously. (mm #110216)**
- VI. Staff Reports/LOAs:
- a. Baker: No report submitted. An LOA for a single senior embryologist was presented on Kate's behalf. She supports the LOA, as does the affected member. Michael moved and Theresa seconded to approve the LOA. Motion passed unanimously.
 - b. Chavira: No report submitted.
 - c. Vehafic: No report submitted.
 - d. Ziemer: 76 of 78 Pharmacy employees signed his petition around vacation scheduling (one employee refused and one was on vacation. Dennis also circulated a petition for Food & Nutrition employees.
- VII. Committee Reports:
- a. Community Liaison (Lloyd-Siemer): See submitted report. Please not the flyers re: Labor's Community Service Agency's holiday party and donations
 - b. Data Maintenance (Wolford): The membership-card process is going smoothly and is a lot more streamlined.
 - c. Education & Training (Lalangan): Nothing to report.
 - d. Internal Communications (Crabb): Trisha is still just learning the role. She has been added as an admin for the Facebook page. She received a suggestion to utilize Facebook Live.
 - e. Building (Bandy): Nothing to report.
- VIII. Other Reports:
- a. OHSU Retirement (Barker/Cinnamon): Jennifer was unable to attend the Oct-16 meeting. The next meeting is scheduled for November 17.
 - b. OHSU Parking (Bandy): The Nov-16 minutes are not yet available. There was an issue with an employee being ticketed for parking his electric vehicle too long in one of charging spots. Parking on the hill remains problematic. SOD parking is currently being taken up by contractors working on the asbestos removal and building deconstruction of the SOD building. CEI and DCH will be utilizing the space in the future.
 - c. OHSU Policy (Barker): See submitted report. Please look on O2 for the proposed Modified Operations policy (to replacement Inclement Weather) and comment if you wish.
 - d. NOLC (Carlton): No report submitted.
 - e. SWCLC (Lloyd-Siemer): The Nov-16 meeting was canceled.
- IX. New Business
- a. OHSU Departments > 15% Flex: In the current contract, we negotiated a departmental cap of 15% flex employees. We've made it very clear to OHSU, both during bargaining and since the contract was ratified, that we're strongly opposed to departments using so many flex employees. Our position is that departments should just hire more relief positions or other benefited positions instead. Matt moved and Trisha seconded to reject any future LOAs from OHSU that ask for a waiver to exceed the flex cap. **Motion passed unanimously.**
 - b. Primate Center Tech Appreciation Week: Most of the Primate Center techs are AFSCME represented. In the past, AFSCME has supported a member breakfast. Knowing that project-charter budgets won't be approved until January 2017, Haley

wanted to get the temperature of the board as to whether we'd be supportive of doing this again. Andy F. asked whether the breakfast could be funded as part of the AFSCME Strong funding and involve some sort of member engagement with the union. Haley said that, as in previous years, she'd like this to just be a sponsorship with not much union presence. Jennifer moved and Debbie seconded to table discussion and voting to the January meeting. Motion failed 3-8-1. Matt moved and Debbie seconded that we commit to empower Haley to commit to using union funds for this event, with the amount and funding source to be determined in January. **Motion passed 10-0-1.**

- c. Acknowledgment of Last Treasurer: Several board members voiced support to show our appreciation for all of Christi's hard work over the years. It was suggested that we get her a card and a plant. Marci Jo moved and Debbie seconded to spend up to \$50.00 to buy a card and plant and to also pass the hat in January 2017. **Motion passed unanimously. (mm #110316)**

X. Announcements

- a. Election Protests & Marches: Michael's daughter Sierra has been going to all the protests and is starting a crowd-funding page to help fund a trip to the women's march in Washington, DC, on January 21, 2017. He'll email the link to the board in case anyone is interested in donating. Theresia noted that there'll also be marches taking place in Portland and Seattle concurrently.
- XI. The membership holiday party will be held during our usual meeting time in December (see above). The next board meeting is scheduled for Wednesday, January 18, 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 Michael and seconded by Theresia to adjourn the meeting. **Motion passed unanimously.** Matt Hilton adjourned the meeting at 7:07 p.m.

Respectfully submitted,

APPROVED 02/15/2017



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.)