



EXECUTIVE BOARD MEETING MINUTES

March 15, 2017

Position	Name	Position	Name
● President	Matt Hilton	○ At-Large, 11	Sarah Cinnamon
● 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	n/a At-Large, 16	VACANT
● Data Maintenance, 2	Haley Wolford	● At-Large, 17	Debbie Brock Talarsky
E Education & Training, 3	Vivian Lalangan	● At-Large, 18	Catherine Martinez
E At-Large, 4	Helen Metts	● Trustee, 1	Michelle Libra
E At-Large, 5	Robert Dorsett	n/a Trustee, 2	VACANT
● Political Action, 6	Tara Karnes	n/a Trustee, 3	VACANT
● Internal Communications, 7	Trisha Crabb	○ Staff	Kate Baker
● At-Large, 8	Elisa Davidson	● Staff	Andy Chavira
○ At Large, 9	Nate Leviner	● Staff	Frank Vehafic
n/a At Large, 10	VACANT	● Staff	Dennis Ziemer

Key: ● present, E excused, ○ unexcused

- I. The meeting was called to order at 5:30 p.m. by Matt Hilton.
- II. Roll was taken by Jennifer Barker
- III. Guests: None.
- IV. Officer Reports
 - a. President's Report: See submitted reports.
 - i. Survey Update: Our mid-contract bargaining survey has been completed; preliminary data has been sent to the executive committee and will be presented at the April or May board meeting.
 - ii. OHSU Board Seat: The OHSU board now has a vacancy. Ken Allen was not reappointed to the board due to a conflict-of-interest concern, because he has joined the Moda board of directors. Matt conveyed to Michael Seville the local's thoughts about the matter and Matt has also been in communication with Ken. Michael was supposed to speak with the governor to press for keeping a labor seat on the OHSU board, but that won't be happening (see below). Ken hasn't responded to Matt's email offering to meet to discuss the issue.
 - iii. Council 75 Executive Director: Michael Seville has tendered his resignation, so a search for his replacement will need to be held. During the last search, Stacey Chamberlain was the second finalist.
 - iv. New Council Organizer: Elsa Laura, a new organizer at the council, will spend a lot of her time working on OHSU.
 - v. "Respect for All" HR Discussion: Matt and staff are meeting with senior HR leadership on Friday. One agenda item had been the need for protocols for handling ICE visits to OHSU, but OHSU has just publicized this guidance. A related issue that we will bring up instead is how staff should handle it if a patient/family member is making homophobic, racist, etc. comments publicly. This wouldn't really be appropriate for Public Safety, but there are no protocols re: how our members should deal with it. There is no signage

informing the public that this type of behavior is unacceptable at OHSU, there has been no training for front-line staff, etc.

- vi. Future Board Meeting Location: April and May's meeting will be held in Old Library 217 and June's will be held in CDRC 3200. Location for July forward is TBD, as OHSU's room-reservation process has changed and is currently in progress.
 - vii. C.G. Arbitration Discussion: The board previously approved arbitration expenses for this case (related to relief-employee weekly hours), which prompted OHSU to make a good settlement offer that Jen Chapman recommended the member accept. The member initially didn't want to accept the settlement, however, so the executive committee agreed to take the discussion to the board to reconsider the arbitration approval, with no recommendation either way from the executive committee. The member has since decided to take the settlement. We still need to come up with guidelines around arbitrations and whether we adhere to a yes-to-arbitration vote if circumstances for the case change. We should think about how settlement offers, financial impact, our duty to the member, etc. would impact our decision; whether we can/should change our mind; etc. The board discussed the issue. Frank mentioned an old case with a similar situation; at that time, we did tell the member that we weren't going to proceed with arbitration and the member took the settlement. It is possible to develop our arbitration motions so that we're approving funding for arbitration or other action based on the recommendation of counsel. A similar case will be presented on appeal at the next board meeting.
- b. Vice President's Report: The Council 75 diversity committee presented a training at the recent women's conference. The conference was great—excellent content and conversation, new interested activists. Chinetta is currently assigned to a seat on the OHSU DAC, but very little work seems to get done. At their next meeting they're supposed to hear back about departmental diversity action plans. OHSU will be doing some type of survey in the fall. There is still no university-wide diversity training--it only happens in departments that are interested. Chinetta is interested in vacating the seat, so if you know someone able to give high-functioning feedback/participation, please let her know—this is a good way to get started on an OHSU committee. Council 75's diversity committee has hired LERC to take a look at the council steward training, leadership conference, etc. and how to integrate diversity and inclusion in our programs, how to include this in our contracts, etc. OHSU's market-based wage committee is in full force. They are looking at a number of classifications, including the pharmacist/ computer analyst combo folks who were working on Epic. If members get a survey about this, it's important to respond.
 - c. Treasurer's Report: No reports were submitted—there was a mix-up in getting them out to be forwarded. Marci Jo will send them to Jennifer who will forward them to the board. There were some issues with the Sage system after an update—checks weren't able to be printed due to lack of access to system. Please get your info to Marci Jo by noon on March 24 in order to get your reimbursement in the next check run this month. The treasurer's report comes with an automatic second to acknowledge receipt of the verbal report. **Motion passed unanimously.**
 - d. Secretary's Report: It was moved by Jennifer and seconded by Theresia to approve the following minutes: Mar-17 E-Committee and Feb-17 E-Board. **Motion passed unanimously.**
 - e. Chief Steward's Report: Ten people signed up for the next investigatory-steward training. Elsa Laura will work on recruitment. Kate is helping with the steward program. Michael is bumping up against his maximum hours allowed (for the fiscal year). He'll ask his manager to approve additional hours.

V. Money Motions

- a. Women's Conference: The board previously approved up to \$1,000 for members to attend the Council 75 women's conference, which included payment for three hotel rooms. There is money left from those funds. Theresia reported that member Roxana Logsdon paid for a fourth room for attendees. Theresia moved and Marci Jo seconded to reimburse Roxana Logsdon \$104.00 from the previously approved funds. **Motion passed unanimously. (mm# 030117)**

VI. Staff Reports/LOAs:

- a. Baker: No report submitted.
- b. Chavira: Nothing to report.
- c. Vehoahric: Nothing to report.
- d. Ziemer: There was another incident of grabbing by a supervisor in Food & Nutrition. One supervisor is no longer employed. Dennis might try to do an LMC. We will be doing a sticker campaign tomorrow, primarily focused in that work area. We are still in the early stages of our response to this. Some sentiment was expressed that OHSU HR should no longer be given the benefit of the doubt that they'll handle these incidents appropriately. More to come. There was also some discussion re: the culture of abuse in the restaurant industry; regardless, in our workplace, this is unacceptable. Email Dennis, Michael, and/or Trisha if you have ideas or are interested in helping develop the campaign.

VII. Committee Reports

- a. Community Liaison (Lloyd-Siemer): See submitted report. The women's conference was very successful. The council's women's committee would like to do a regional one in the future. There was some discussion re: the hope that Local 328 can help fund the women's conference next time—women's events are usually underfunded by the council. Theresia is running again as Council 75 trustee.
- b. Data Maintenance (Wolford): Haley will be getting a monthly report that she can send to Payroll. She has been working with council's new admin staff, Annette, who will be scanning cards. The system should improve.
- c. Education & Training (Lalangan): No report submitted.
- d. Political Action (Karnes): Meetings will be held at 5:15 p.m. on the second Thursdays. The first meeting is April 13, location TBD. Tara passed around a sign-up sheet for interested parties.
- e. Internal Communications (Crabb): See submitted report. Trisha will be speaking with Ross Grami about doing some videos, building an image library, etc. We will be boosting posts on Facebook now.
- f. Building (Bandy): The building has an ant infestation—there's been some spraying done and the exterminators will be coming back.

VIII. Other Reports

- a. OHSU Retirement (Barker): See submitted report.
- b. OHSU Parking (Bandy): See submitted report. OHSU will be doing some seismic upgrades on Garage F and electrical upgrades on Garage D. Veterans Hospital Rd. and Sam Jackson Park Rd. will be repaved with concrete. Employees can now buy parking permits with the Park Mobile app. In January 2018, the city will be reducing the number of parking spaces allowed for new construction—this will affect OHSU's ten-year plan.
- c. OHSU Policy (Barker): See submitted report.
- d. NOLC (Carlton): No report submitted.
- e. SWCLC (Lloyd-Siemer): See submitted report. Folks in SW Washington are pushing to replace the I-5 bridge.

IX. Old Business: There was no old business to discuss.

- X. New Business:
 - a. Tara had a great experience at Lobby Day—she met with representatives and talked about PERS and hospital violence.
- XI. Announcements: There were no announcements.
- XII. The next meeting will be held Wednesday, April 19, in OL 217. Dinner starts at 5:00 p.m.; meeting starts at 5:30 p.m.
- XIII. Seeing no additional business before the body, it was moved by Michael and seconded by Matt to adjourn the meeting. **Motion passed unanimously.** Matt Hilton adjourned the meeting at 7:17 p.m.

Respectfully submitted,

APPROVED 04/19/2017

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.)