



EXECUTIVE BOARD MEETING MINUTES

July 19, 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	E At-Large, 17	Debbie Brock Talarsky
● Education & Training, 3	Vivian Lalangan	n/a At-Large, 18	VACANT
n/a At-Large, 4	VACANT	● Trustee, 1	Michelle Libra
● 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 Vehafric
n/a At Large, 10	VACANT	● Staff	Dennis Ziemer

Key: ● present, E excused, ○ unexcused

Observers Present: Roxana Logsdon

- I. The meeting was called to order at 5:30 p.m. by Matt Hilton.
- II. Roll was taken by Jennifer Barker
- III. Guests
 - a. Eryn Byram, Executive Director, Labor’s Community Service Agency: Ms. Byram came to the meeting to thank us for our generous donation and tell us more about their core programs. LCSA is a 501(c)3 nonprofit whose core programs focus on community engagement, financial assistance, and education. LCSA is a referral service—they don’t have a lot of staff, so prefer that queries come from a single source. Someone needs to be off work for two weeks or more to qualify for assistance.
 - b. Shawn Robison, PANDA respiratory-care practitioner: Mr. Robison came to speak in support of the PANDA LOA. They have teams at OHSU and at the airport. It’s usually standard for these types of teams to work 24-hour shifts, so the PANDA employees came up with a plan to go to 24-hour shifts. The LOA also includes a lot of safety provisions. The LOA received 100% support from AFSCME employees on a recent survey
 - c. Stacy Chamberlain, Executive Director, AFSCME Council 75: Stacy presented an overview of the next 12 – 18 months. Council is looking at the work they do to ensure it engages our members and builds our power.
 - i. *Janus*: This is a case similar to *Friedrichs*, filed by an AFSCME out of Illinois. We should expect a ruling by the end of June 2018. If the court rules against us, we would no longer be able to collect fair-share fees, immediately upon the ruling. Council has a fair-share rate of ~15%.
 - ii. Freedom Foundation: This organization started in Washington and is moving down the west coast. They’re funded by out-of-state corporations and use misleading tactics and language to get union members to drop membership. In

Oregon, they're currently doing information requests for public-employee unions to get members' names. Council notified leadership and sent reminder letters out about the law that limits the information that can be given out. Information requests are going to the employers. Council notifies the union president when these requests happen. We do have a communication strategy in place. A tele town hall for the council board and local presidents is scheduled for August 2.

iii. New Council Programs:

1. Trainings: Andy F. and Corey are working on a training calendar to roll out to the council board. Joe Baessler and the political folks are working on a political workshop.
2. New Members: Council is modifying its new member orientation program and wants to invest more time and energy into connecting with members in the first 12 months of their union employment (four local-based check-ins with a new member within the year; council events for new employees; electronic communications w/ videos embedded in emails, survey questions; etc.).
3. Database: The council is moving to a new database—a committee is reviewing this and will stay on board through implementation; they're also cleaning up the existing database in preparation for this.
4. Tele Town Halls: The council will continue to hold tele town halls—it will be put in the budget to do four a year—as they're a great tool to give and get information.
5. PERS: There's a hybrid version of Measure 97, filed by OEA, which will probably be on the ballot. Oregon AFSCME filed one on corporate transparency (re: how much taxes are paid). The PERS issue will come back next session—it has to be addressed because the employer rate is so high. PERS eats up a lot of the funds that could be used for COLAs during bargaining.

IV. Officer Reports

a. President's Report: See submitted reports.

i. Elections:

1. AFL-CIO Convention: Nominations have closed; we have five candidates for four spots. The election will be held July 28 through August 4.
2. Executive Board: Nominations opened today and are open through August 16. Board seats don't roll over—if you want to stay on the board, be sure to nominate yourself.
3. Elections Chair: Policy dictates that someone running for an office can't serve as an election chair, so we're having trouble filling the role. It's about a five-hour commitment and is eligible for lost time. Matt will designate someone from the lead stewards if we don't get a volunteer.

- ii. PTO Town Hall: The joint task force met on July 18 and OHSU gave us their proposal. A *President's Message* will be going out with the proposal attached. Our town hall is scheduled for Tuesday, August 15, from 12:00 noon – 1:00 p.m. in UHS 8B60. If you have feedback, send it to ptofeedback@local328.org. We'll decide more on strategy after the town hall and we get more feedback from members. There was general discussion re: the proposal.

- iii. Patient Transportation: Matt will be asking for project-charter funds for outreach in this department, where there are still issues and we're having difficulty getting management support for the LMC. Paul Kristol or someone similar will be hired to resume the LMC meetings.
 - b. Vice President's Report: No report submitted.
 - c. Treasurer's Report: See submitted reports. Please send project-charter requests to Marci Jo in advance of the meeting for review. The 2015 audit has been completed by the auditors; we don't have the results yet, but will likely be dinged for some missing paperwork for 2015. Jennifer, Marci Jo, and Jeneane are working on updating forms. Be sure to attach documentation of what you're asking for when you submit a check request. 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. Jun-17 Balance Sheet
 - ii. Jun-17 Income Statement

Motion passed unanimously.
 - d. Secretary's Report: It was moved by Jennifer and seconded by Sarah to approve the following minutes:
 - i. Jul-17 E-Committee
 - ii. Jun-17 E-Board (with the addition of Matt as a second to the motion tabling the HCAO discussion)

Motion passed unanimously.
 - e. Chief Steward's Report: See submitted report. Michael will be speaking with Corey to work on recruiting and will update later.
- V. Money Motions
- a. Arbitrations: None.
 - b. Project Charters:
 - i. PTO Town Hall: It was noted that this should come from contract defense rather than project-charter funds. Matt moved and Theresa seconded to spend \$243.75 from contract defense funds for to pay for light refreshments at and live-streaming/archiving of the August 15 PTO town hall. **Motion passed unanimously. (mm#070117)**
 - ii. Patient Transportation: Michael moved and Sarah seconded to spend \$750.00 from project-charter funds for activities in Patient Transportation (a cake, lunches with select LMC members, stickers, printed materials, etc.) **Motion passed unanimously. (mm#070217)**
 - iii. Women's Conference Event: Local 88 is sponsoring one class (on self-care). Theresa hopes that Local 328 would sponsor another (mosaic), for \$10.00/ person for up to 60 Local 328 women (class fee is \$15.00, so attendees would have to spend \$5). Sarah moved and Tara seconded to spend up to \$700.00 from project charter funds to pay for the instructor fee and registration for up to 60 women to participate in a mosaic class at the Oregon AFSCME 2018 women's conference. Trisha moved and Marci Jo seconded to amend the project charter to spend up to \$1,000.00. There was discussion re: whether the council should be more supportive of the conference and whether large locals should be supplementing council events. Robert asked for folks to email him with questions and support to raise this issue at the upcoming council board meeting. The amendment to the motion passed 12-3-0. **Motion passed unanimously. (mm#070317)**

- iv. Oasis Ministries Community Days: There's money in the community-liaison budget, so we don't need to do a project charter for this event.
- VI. Staff Reports/LOAs
- a. Baker: See submitted report.
 - i. LOA—Market-Based Wage Committee: The Patient Account classifications (four total) are a large group that is slated to be downgraded. We're having managers take a close look and make sure these folks are correctly classified (i.e., no job creep) before they're downgraded. Kate distributed handout with details about the affected classifications (up and down), number of employees affected, number of red-circles and number at longevity. Matt moved and Sarah seconded to approve the LOA, with the change that PAR 1 and 2 should be pulled out and handled in a separate LOA. **Motion passed unanimously.**
 - b. Chavira: Nothing to report.
 - i. LOA—PANDA 24-Hour Shifts: Haley moved and Theresia seconded to approve the LOA. **Motion passed unanimously.**
 - c. Vehafric: Nothing to report.
 - d. Ziemer: Nothing to report.
- VII. Committee Reports
- a. Community Liaison (Lloyd-Siemer): See submitted report.
 - b. Data Maintenance (Wolford): Nothing to report.
 - c. Education & Training (Lalangan): LERC Summer School is coming up. This was posted about on Facebook and was included in a group email, and Vivian posted some flyers.
 - d. Political Action (Karnes): Nothing to report. Tara is still working on the diversity forum.
 - e. Internal Communications (Crabb): See submitted report.
 - f. Building (Bandy): Nothing to report.
- VIII. Other Reports
- a. OHSU Parking (Bandy): Mike was on vacation during this month's meeting.
 - b. OHSU Policy (Barker): Nothing to report—no meeting this month.
 - c. NOLC (Carlton): Nothing to report. Next meeting is at the end of the month.
 - d. SWCLC (Lloyd-Siemer): Nothing to report—no meeting this month.
- IX. Old Business
- a. Health Care for All Oregon: Representatives from HCAO spoke at our last meeting. Michael moved and Marci Jo seconded that we endorse/support the HCAO concept, without monetary support. **Motion passed 10-1-3.**
 - b. Non-Profit Status: Matt had a phone call with Stacy about this. Council also needs to change their status. There'll be a mailed ballot for the council to change their status with a special ballot to our members to change ours. There may be a small cost to the local for this. This vote will probably take place in the fall. We could possibly have to field a request in the interim.
- X. New Business
- a. There was no new business to report.
- XI. Announcements
- a. Shift Differential for Sick Time: Nate noted that ONA fought to ensure that protected leave would be eligible for shift differential. That's a state regulation, so our members will get it too.
 - b. Labor Roundtable of SW Washington: This even is being held September 29.
- XII. The next meeting will be held Wed., August 16, in OL 217. Dinner starts at 5:00 p.m.; the meeting starts at 5:30 p.m.

XIII. Seeing no additional business before the body, it was moved by Sarah and seconded by Marci Jo to adjourn the meeting. **Motion passed unanimously.** Matt Hilton adjourned the meeting at 7:48 p.m.

Respectfully submitted,

APPROVED 8/16/2017

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.)