



EXECUTIVE BOARD MEETING MINUTES

October 18, 2017

Position	Name	Position	Name
● President	Matt Hilton	● At-Large, 11	Sarah Cinnamon
● Vice President	Michael Stewart	● At-Large, 12	Jamie Roberts
● Treasurer	Marci Jo Carlton	● Building Manager, 13	Mike Bandy
● Secretary	Jennifer Barker	n/a At-Large, 14	VACANT
● Chief Steward	Debbie Brock Talarsky	n/a At-Large, 15	VACANT
n/a Community Liaison, 1	VACANT	n/a At-Large, 16	VACANT
● Data Maintenance, 2	Haley Wolford	n/a At-Large, 17	VACANT
● Education & Training, 3	Theresia Lloyd-Siemer	n/a At-Large, 18	VACANT
● At-Large, 4	Roxana Logsdon	n/a Trustee, 1	VACANT
E At-Large, 5	Vivian Lalangan	n/a Trustee, 2	VACANT
● Political Action, 6	Tara Karnes	n/a Trustee, 3	VACANT
○ Internal Communications, 7	Trisha Crabb	E Staff	Kate Baker
● At-Large, 8	Elisa Davidson	● Staff	Andy Chavira
● At Large, 9	Nate Leviner	○ Staff	Frank Vehafric
● At Large, 10	Cynthia Peckover	● Staff	Dennis Ziemer

Key: ● present, E excused, ○ unexcused

Observers Present: Corey Hope Nicholson

- I. The meeting was called to order at 5:30 p.m. by Matt Hilton.
- II. Roll was taken by Jennifer Barker.
- III. Guests: Catherine Martinez
- IV. Officer Reports
 - a. President's Report: See submitted reports.
 - i. *Janus* Case: Matt gave an overview about the *Janus* case to the new board members. No financial impact would be expected until June 2018. This would be ~15% reduction of our 2018 projected dues for six months.
 - ii. New Board Members: Introductions were made. Matt moved to appoint Nate Leviner to at-large position 9, Mike Bandy to at-large position 13 (building manager), Cynthia Peckover to at-large position 10, and Jamie Roberts to at-large position 12. The new board members and those who weren't present at the October board meeting (Marci Jo Carlton, Sarah Cinnamon, and Haley Wolford) were sworn in.
 - iii. 2018 Budget: Committee chairs should send their draft budgets to Matt if they haven't done so already. Next year's convention will be in Boston and there'll probably be a lot going on because of *Janus*. We need to decide how many delegates we want to send. Matt noted that if we send a maximum number of delegates and alternates it would probably wipe out our project-charter funds for the year. He'll do more costing on this prior to the November budget meeting. Marci Jo noted that we should also be mindful of the fact that we'll need to budget for bargaining in 2019.
 - iv. Barbur Office Next Steps: See Old Business.
 - v. Roberts Rules of Order: Matt summarized some basic information about Roberts Rules of Order to the new board members.

- vi. Confidential Information Distribution: Matt noted that there has been some confusion re: whether confidential information, such as that related to member appeals, should be distributed to the board electronically before the meeting or via paper copies before the member presentation. After discussion, the board's preference was that the staff reps provide paper copies in advance of any member appearing for an appeal.
 - vii. Holiday Party Volunteers: Matt asked for volunteers to help with decorations for the holiday party. Tara informed the board that she has a lot of holiday decorations that she can let the union borrow.
 - viii. Board Recruitment: We reduced our vacancies tonight, but still have a number of board vacancies. Michael reported that he's going to work with Corey, Zev Nicholson, staff, and the various ERGs to work on recruiting diverse employees to the board and the steward program. He'll be emailing out a *Vice President's Message* soon.
 - ix. PEOPLE Conference: This event is being held November 11 & 12 at the Hood River Best Western conference center. Please let Theresia know ASAP if you're interested in attending—the registration deadline is this Friday. A project charter will be voted on later this meeting.
 - x. Lost-Timers: Corey gave an update re: Council 75's lost-timers' plan. We'll have four members (Lawrence Ford, Tara Karnes, Nicole Meck, and Helen Metts) coming out on lost time in November. They'll be out on lost time for two days a week for 16 weeks, working on both internal and external organizing. We'll be holding another AFSCME Strong Week the week of January 22. We'll also be looking at organizing researchers. Theresia reminded the board that non-day-shift and off-campus employees should also get some attention during recruitment for maintenance-of-membership cards and fair-share conversions.
- b. Vice President's Report: See submitted report.
 - c. Treasurer's Report: Marci Jo had a hard copy of the 2015 audit results (previously distributed by email. Our tax assessment is in for the Barbur office—the land is assessed at \$225,000 and the structure at \$411,000. Our taxes will increase slightly. The treasurer's report comes with an automatic second to acknowledge receipt of the report. **Motion passed unanimously.**
 - d. Secretary's Report: For November only, our board meeting will be held in CDRC 3200. It was moved by Jennifer and seconded by Michael to approve the following minutes: <<need to get verbiage from MJ to amend the section about the 2015 audit before signing>>
 - i. Sep-17 E-Board
 - ii. Oct-17 E-Committee**Motion passed unanimously.**
 - e. Chief Steward's Report: See submitted report.
- V. Money Motions
- a. Arbitrations: See Dennis Ziemer staff report.
 - b. Project Charters:
 - i. Hurricane Relief (Stewart): Michael moved and Mike seconded to spend \$1,000 from project-charter funds on a donation for hurricane relief to AFSCME's Fallen Heroes Fund. **Motion passed unanimously. (mm#100117)**
 - ii. PEOPLE Conference (Hilton): Matt moved and Theresia seconded to spend up to \$1,100 from project-charter funds to send up to six members to the upcoming PEOPLE conference. **Motion passed unanimously. (mm#100217)**

- iii. Strike Support (Hilton): Lane County AFSCME members went out on strike at 6:00 a.m. today. Matt briefly discussed some of the reasons for the strike. Let Corey know if you're interested in traveling to Lane County and walking the picket line. Marci Jo moved and Theresia seconded to spend \$5,000 from project-charter funds to support striking Lane County AFSCME members. **Motion passed unanimously. (mm#100317)**

VI. Staff Reports/LOAs

- a. Baker: See submitted report.
- b. Chavira: Nothing to report. (Andy just returned from five weeks of leave.)
- c. Vehoafic: No report submitted.
 - i. Tuality Accretion Agreement: Matt introduced the accretion agreement in Frank's absence. It was moved by Sarah and seconded by Michael to approve the agreement. **Motion passed unanimously.** It was discussed that we could recruit these new members to the board.
- d. Ziemer: See submitted report. Dennis presented three cases for potential arbitration.
 - i. D.J. Case: This is for a Food & Nutrition employee who was given a written warning; the grievance went to Step 2, with no response from OHSU to our request for information until today. Matt moved and Tara seconded to spend up to \$15,000 from contract-defense funds on potential arbitration of the D.J. case. **Motion passed 9-2-1. (mm#100417)**
 - ii. T.P. Case: This is for a Diagnostic Imaging employee who was terminated for an alleged Code of Conduct violation. Matt moved and Theresia seconded to spend up to \$15,000 from contract-defense funds on potential arbitration of the T.P. case. **Motion passed unanimously. (mm#100517)**
 - iii. J.B. Case: This is for a Food & Nutrition employee who was denied mandatory due to hardship for paying for travel. The manager did this to ten other employees after J.B. This is another case where OHSU didn't respond to our RFI. Marci Jo moved and Theresia seconded to spend up to \$15,000 from contract-defense funds on potential arbitration of the J.B. case. **Motion passed 10-0-1. (mm#100617)**
- e. Hope Nicholson: A rally for striking Lane County members is being held on Friday.

VII. Committee Reports

- a. Community Liaison (vacant): Theresia, the former chair, submitted a 2018 budget request.
- b. Data Maintenance (Wolford): Nothing to report.
- c. Education & Training (Lloyd-Siemer): See submitted report and 2018 budget request.
- d. Political Action (Karnes): Nothing to report.
- e. Internal Communications (Crabb): See submitted report.
- f. Building (Bandy): Nothing to report.

VIII. Other Reports

- a. OHSU Parking (Bandy): Nothing to report.
- b. OHSU Policy (Barker): See submitted report.
- c. NOLC (Carlton): Nothing to report.
- d. SWCLC (Lloyd-Siemer): See submitted report.
- e. Council 75 (Lloyd-Siemer): The Council 75 women's committee will start donating a portion of their sales to Cornelia Murphy's scholarship fund. There was brief discussion re: other scholarships. Matt offered to send scholarship information to Cynthia.

IX. Old Business

- a. Barbur Office: This discussion was untabled from last month. Matt informed the board that he had a good discussion about this with the staff. He feels that we don't need to act on renting out our office space at this point. Discussion was held.
- b. Council 75 Board Appointment: One of Local 328's representatives on the Council 75 executive board has resigned from this role. Theresia noted that the person we appoint needs to have good attendance, be willing to volunteer for committees, etc. She nominated Marci Jo to fill our board vacancy. Marci Jo has previous experience on the council. Seeing no other nominations, Marci Jo was appointed by acclamation. Matt will inform Council 75 president Jeff Klatke.

X. New Business

- a. Member Appeal: Matt explained the member-appeal process to the new board members. Member C.M. appeared before the board to appeal her case. Staff rep Dennis Ziemer gave his presentation on the case. Matt moved and Nate seconded to uphold the staff recommendation to not proceed to arbitration with this case. Discussion was held. **Motion passed unanimously.**

XI. Announcements: None.

XII. The next meeting will be held Wednesday, November 15, in **CDRC 3200**. 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 Matt and seconded by Theresia to adjourn the meeting. **Motion passed unanimously.** Matt Hilton adjourned the meeting at 8:03 p.m.

Respectfully submitted,

APPROVED 11/15/17

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.)