



# EXECUTIVE BOARD MEETING MINUTES

## November 15, 2017

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

Key: X present, E excused, O unexcused

Observers Present: Bryan Lally

- I. The meeting was called to order at 5:30 p.m. by Michael Stewart.
- II. Roll was taken by Jennifer Barker.
- III. Guests: N/A
- IV. Officer Reports
  - a. President's Report: See submitted reports.
    - i. N.G. Member Appeal: The case regards a termination. Staff has recommended that the union not take the case to arbitration. The member was unable to appear in person to present the appeal. Corey provided a hard copy of documentation for the case and Dennis spoke briefly about the case. Mike moved and Theresia seconded to uphold staff's recommendation and not take the case to arbitration. **Motion passed unanimously.**

- ii. PERS Liability Task Force Findings: After the most recent legislative session, the governor set up a task force to come up with possible solutions to help with the PERS liability issue. One of the suggestions that had been bandied about was to privatize OHSU, but nothing is going to happen with this.
- iii. Holiday-Party Prep: Preparations for the holiday party are underway.
- iv. Corporate Status-Change Vote: Corey distributed a handout with information about changing the corporate status of Council 75 and Local 328. Theresa moved and Marci Jo seconded to approve language regarding these changes.

**Motion passed 15-0-1.**

- v. Board Retreat: We will be holding a board retreat some time in the spring and will hold a small party for the board after the retreat. More to come.
  - vi. Organizing Research Employees: Corey gave an update on our efforts to organize the research employees. Tara has played a role in getting research assistants interested in joining the union. Four or five folks have been meeting monthly and there are plans to make a website. We need to decide whether it makes sense for this group to organize as a sub-local or not. We're looking into what other organization (such as the UC system) that have organized researchers (and residents) have done. Corey will touch base with Haley re: research staff at the primate center. It's on our radar to organize other groups later in the future.
  - vii. Stacy Chamberlain/OHSU Board: Stacy has been appointed to serve on the OHSU board and attended the OHSU board retreat last week.
  - viii. Staff Attendance Changes: Corey introduced herself to the board. *Janus* will be heard in February. With a decision coming down any time between February and June, staff will be shifting priorities to focus mostly on internal organizing. Bryan Lally, former staff representative for Local 328 has come back to the council to help with our grievances. Regular staff will be working on developing the steward program, identifying and working with new member leaders, etc. Corey and our team of reps have decided that staff will not attend our executive-committee meetings unless staff needs to present something or the committee requests their attendance. One staff representative will attend the board meetings, on a rotating basis. Corey will be attending executive-committee/-board meetings.
  - ix. 2018 Budgets: See Money Motions section.
- b. Vice President's Report: See submitted report.
  - c. Treasurer's Report: Marci Jo has been busy working on the audit; the deadline to submit information for the audit was today, so that's where her focus has been. If any year-end financial reports need to be submitted/acknowledged, she will distribute the information to the board via email.
  - d. Secretary's Report: It was moved by Jennifer and seconded by Sarah to approve the following minutes:
    - i. Oct-17 E-Board
    - ii. Nov-17 E-Committee
- Motion passed unanimously.**
- e. Chief Steward's Report: A hard copy report and proposed budget was distributed. 2018 will be a rebuilding year, and this is reflected in the budget. Debbie noted that we've been having problems with one of OHSU's newer HR business partners; Matt has been speaking with Hollie about some of these issues.



## V. Money Motions

### a. 2018 Budgets

- i. Operating Budget: Michael explained a bit about the operating budget and why we projected a 20% loss of dues income due to Janus. We're budgeting very conservatively. Marci Jo noted that we'll take another look at the budget in July 2018 and can make any necessary changes then. Theresa moved and Elisa seconded to approve the 2018 budget for \$189,024.03. **Motion passed unanimously. (mm#110117)** (The board moved on to voting on arbitration-related money motions before resuming voting on budgets. Frank requested and received approval of the 2018 contract for Chris Tsongas/SpeedProjects—the funding for this will be included in the steward-program budget.)
- ii. Steward Program Budget: Debbie based the budget on previous ones, increased for inflation, and added funds for recruitment. The budget was discussed and a few corrections/changes were made. Mike moved and Nate seconded to approve the 2018 steward budget for \$46,800.00 (This figure incorporates the changes made during the meeting.) **Motion passed unanimously. (mm#111017)**
- iii. Committee Budgets
  1. Community Liaison: Mike moved and Sarah seconded to approve the 2018 community-liaison budget for \$3,220.00 **Motion passed unanimously. (mm#111117)**
  2. Education & Training: Mike moved and Trisha seconded to approve the 2018 education & training budget for \$9,570.50. **Motion passed unanimously. (mm#111217)**
  3. Labor Day Picnic: Mike moved and Sarah seconded to approve the 2018 Labor Day picnic budget for \$8,275.00. There was discussion re: Local 328 attendance, cost of the event, etc. **Motion passed unanimously. (mm#111317)**
  4. Political Action: Mike moved and Nate seconded to approve the 2018 PAC budget for \$2,217.88. **Motion passed unanimously. (mm#111417)**
  5. Internal Communications: The 2018 ICC budget will be presented and voted on at the January 2018 board meeting.

### b. Arbitrations

- i. H.J. Case 1: This case relates to an absent-from-work grievance. Mike moved and Debbie seconded to spend up to \$15,000 to take the case to arbitration. **Motion passed unanimously. (mm#110217)**
- ii. H.J. Case 2: This case relates to an employee working a mandatory-overtime shift that was improperly assigned. Mike moved and Debbie seconded to spend up to \$15,000 to take the case to arbitration. **Motion passed unanimously. (mm#110317)**
- iii. Food & Nutrition Mandatory Overtime Case: This case relates to multiple instances of a supervisor not following the contract when assigning mandatory overtime. This is a group case that will be filed under Michael Stewart's name. Mike moved and Debbie seconded to spend up to \$15,000 to take the case to arbitration. **Motion passed unanimously. (mm#110417)**



- c. NOLC (Carlton): Marci Jo reminded the board that Matt had sent an email asking for volunteers to serve as delegates. NOLC meetings are held the fourth Monday of the month. We currently only have two people who attend the meetings. Email Matt and Marci Jo if you'd like to become a delegate.
  - d. SWCLC (Lloyd-Siemer): See submitted report.
- IX. Old Business
- a. Appointments/Swearing-In: The trustee candidate in question did not attend the meeting, so no appointment took place.
- X. New Business: None.
- XI. Announcements
- a. Council 75 Women's Committee: The registration fee for anyone who signs up by the end of 2017 will be \$150; the registration fee increases to \$175 after that. The council will be offering 10 scholarships.
  - b. Treasurer: Marci Jo will be away from December 23 – 31.
- XII. The next meeting will be held Wednesday, January 17, in OL 217. Dinner starts at 5:00 p.m.; meeting starts at 5:30 p.m. The holiday party for our membership will be held December 20.
- XIII. Seeing no additional business before the body, it was moved by Jennifer and seconded by Nate to adjourn the meeting. **Motion passed unanimously.** Michael Stewart adjourned the meeting at 7:23 p.m.

Respectfully submitted,

APPROVED 01/17/18

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](http://www.local328.org) for review by the general membership.)*