



# EXECUTIVE BOARD MEETING MINUTES

## January 17, 2018

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

Key: ● present, E excused, ○ unexcused/not present

Observers Present: Samira Karajcic

- I. The meeting was called to order at 5:33 p.m. by Matt Hilton.
- II. Roll was taken by Jennifer Barker.
- III. Guests: Nicole Meck, Michael Bailey
- IV. Officer Reports
  - a. President's Report: See submitted reports.
    - i. Holiday Party Debrief/Costing: Turnout was good, food was great, and we got just under 400 signed cards. The caterer offered to give the leftover food to a women's shelter. We would like to use the same caterer for our 2018 holiday party. Matt suggested moving \$3,000 from project-charter funds to the holiday-party line item, for a total of \$13,000 for the party budget. It was moved by Theresia and seconded by Vivian to move \$3,000 from project-charter funds to the operating-budget holiday-party line item. **Motion passed unanimously (mm#010118HP).**
    - ii. Overview of 2018
      1. *Janus*: The decision could come down as early as April. The Supreme Court will begin hearing arguments next month.
      2. Bargaining Town Hall: The 2019 bargaining team will be elected this year. We will hold another bargaining town hall this year, in the summer. Bargaining-team elections will be held in the fall. Bargaining time is when members have the most interest in what the union is doing. High membership numbers show our strength to OHSU.
    - iii. March Board Retreat: The executive committee discussed when we might want to hold this. If we held it sometime Monday through Friday, lost-time costs would be ~\$5,500, so we'd like to hold it on a Saturday. Matt will send out a

Doodle poll to determine the best date. If March doesn't work, we'll aim for February. This will be more along the lines of the training the unit stewards receive. The training will be held at the council office. We would also like to do something like dinner afterwards.

- iv. **Board-Stipends Policy:** Board stipends were funded at the Nov-17 budget meeting. Matt reviewed the intent behind this and went over a draft policy. If you attend all meetings and vote on all email motions, you'll get \$110 in December. Not applicable to officers. Board members will need to self-report this for tax purposes. Haley moved and Michael seconded to approve the board-stipends policy. **Motion passed 14-0-1.**
- v. **Bargaining-Team Elections:** Per our constitution, the executive board creates the bargaining-team structure and the membership votes on it. The current structure is that the bargaining team will consist of 13 people: the president (automatic), six at-large members (elected), and six sector representatives (elected). Some of the classifications in the sectors are so dissimilar that the sectors don't really make sense. The executive committee recommends changing the bargaining-structure to the president plus 12 elected at-large members. Theresia moved and Trisha seconded to recommend to the membership to change the structure of the bargaining team to 12 elected at-large members plus the president. **Motion passed unanimously.** This proposed change still needs to be voted on by the membership.
- vi. **Bargaining-Team Endorsements:** We would like to have a lot of diversity of our bargaining team—not just in terms of race, LGBTQ status, etc., but also in terms of new and senior employees, PERS and UPP members, etc. Matt is considering whether we might want the executive board to make bargaining-team endorsements. We could have the membership vote on this at the summer town hall. Candidates could speak at a board meeting, answer questions in a video clip, etc. There was discussion re: whether making endorsements would constitute the board running a slate and the pros and cons of making endorsements. More to come.
- vii. **Privacy Vote:** The privacy vote, which will change the corporate status of Council 75 and Local 328, will be happening soon. Ballots go out in the mail tomorrow, so be on the lookout for them.
- viii. **AFSCME Election Interviews:** Council typically does candidate interviews and then makes endorsements. Matt sent out an email with candidate interview dates at the council office. Let Matt know if you're interested in attending any of them.
- ix. **Lobby Day:** Our next lobby day in Salem is Tuesday, February 20. Email Matt or Kate if you'd like to participate. We want to send a big team and put a face to PERS. We have good contract language, so lost-time will be paid for this. Transportation will be provided. We already have some new folks interested.
- x. **International Convention:** The 2018 AFSCME International convention will be held July 15-20 in Boston. July 15 and 20 are travel days. If you think you might be interested in being a delegate, you should request the time off now—if you don't get elected, you'll have time to cancel the time-off request. Nominations will open at a later date; the election will probably take place in March. We will need to reschedule July's board meeting.
- xi. **Business Cards:** Email Matt if you'd like to get business cards.

**xii.** Mileage-Reimbursement Policy: The executive committee has recognized that the current mileage policy is somewhat limited. Proposed revisions to the policy would allow for mileage reimbursement when a member travels on union business >25 miles round-trip, >50 miles in one month, or on a case-by-case basis by the executive committee (upon request). It was moved by Theresia and seconded by Nate to approve the policy. **Motion passed unanimously.**

**xiii.** Audit Findings: The findings of our most recent financial audit will be emailed to the board and we'll hold an email vote to acknowledge receipt of the findings.

**b.** Vice President's Report: See submitted report.

**i.** Diversity Resolution: Michael presented a resolution for the executive board only, to state that the board stands behind taking action to recruit more diverse member leaders. Sarah moved and Trisha seconded to approve the resolution. **Motion passed unanimously.**

**c.** Treasurer's Report: No report submitted.

**d.** Secretary's Report: It was moved by Jennifer and seconded by Michael to approve the following minutes:

- i.** Nov-17 E-Board
- ii.** Jan-18 E-Committee

**Motion passed unanimously.**

**e.** Chief Steward's Report: The monthly training schedule starting next month. Debbie has invited Hollie Hemenway in HR to participate in some of the training, but she hasn't heard back yet.

**V.** Money Motions

**a.** Arbitrations: Matt presented a request for a preferred-hire-list placement arbitration for member M.M. Jen Chapman has reviewed the case and found it valid. The case was discussed. It was moved by Trisha and seconded by Theresia to approve spending up to \$15,000 from contract defense to take the M.M. case to arbitration. **Motion passed unanimously. (mm#010118)**

**b.** Project Charters

**i.** "Bargaining for the Common Good" Training: We're doing a lot of work in the community, with the community pipeline project, etc., and this high-level bargaining training will tie in with that work. It was moved by Theresia and seconded by Trisha to spend \$2,875.86 from project charter funds to send Michael Stewart to the "Bargaining for the Common Good" training. **Motion passed unanimously. (mm#010218)**

**ii.** Black History Month Movie Night: We, in conjunction with the OHSU Black ERG, will be hosting a movie night on Monday, February 12, in UHS8B60. Flyers will be forthcoming. It was moved by Haley and seconded by Theresia to spend up to \$100.00 from project charter funds for refreshments for the movie night. **Motion passed unanimously. (mm#010318)**

**iii.** Annual Steward Training: The annual training was not accounted for in the 2018 steward-program budget. It was moved by Theresia and seconded by Elisa to spend up to \$2,000.00 from contract defense for food and materials for the annual steward training. **Motion passed unanimously. (mm#010418)**

**iv.** Streaming Steward Meetings: We'd like to stream the steward meetings for stewards who work off-campus and are unable to attend meetings in person. It was moved by Haley and seconded by Nate to spend \$up to \$1,000.00 from project charter funds to have the steward meetings live-streamed. **Motion passed unanimously. (mm#010518)**

- v. Tech Week 2018: It was moved by Haley and seconded by Matt to spend \$500.00 from project charter funds for breakfast and future additional events for AFSCME-represented Primate Center employees for Tech Week. **Motion passed unanimously. (mm#010618)**
- vi. Primate Center Project Charters: Nicole Meck presented a project charter to spend \$55.60 to create AFSCME bulletin boards for the Primate Center and one to spend up to \$300.00 for food for an AFSCME engagement event for Primate Center employees. Per Matt, the project charters don't need board approval since the events will be funded by AFSCME Strong funds; the project charters were approved by a quorum on the executive committee prior to the board meeting. Nicole Meck spoke briefly about the charters and her plans at the Primate Center.

#### VI. Staff Reports/LOAs

- a. Baker: See submitted report.
- b. Chavira: No report submitted.
- c. Vehafric: See submitted report.
  - i. LOA—MA Incentives: To assist with recruitment and retention, OHSU is requesting this LOA that gives a \$1,000 retention bonus to new MAs, as well as free TriMet passes for current and future MAs. Member Michael Bailey spoke to the board re: the background leading up to the LOA and to speak against the LOA due to the lack of additional incentives for current MAs. Matt noted that OHSU was adamant about not adding additional incentives for the long-term MAs. It was moved by Jennifer and seconded by Theresa to approve the LOA. **Motion passed unanimously.**
- d. Ziemer: See submitted report.

#### VII. Committee Reports

- a. Data Maintenance (Wolford): Nothing to report.
- b. Education & Training (Lloyd-Siemer): See submitted report. Eight scholarships to the women's conference are available from Council 75. Email Theresa if interested. Theresa will email the information to Jennifer to send to the board. Theresa reminded the officers that they should attend the council's spring financial-standards training.
- c. Political Action (Karnes): No report submitted.
- d. Internal Communications (Crabb): No report submitted. Roxana has volunteered to help with bulletin boards.
  - i. Budget: It was moved by Haley and seconded by Matt to approve the ICC budget of \$4,383.36; \$2,000.00 was already allocated and approved in the 2018 operating budget; the additional \$2,383.36 will come from project-charter funds. **Motion passed unanimously. (mm#010718)**
- e. Building (Bandy): Mike will submit project charters in the next couple of months, for work on the parking lot and for new railings.

#### VIII. Other Reports

- a. OHSU Parking (Bandy/Militante): See submitted report.
- b. OHSU Policy (Barker): See submitted reports.
- c. NOLC (Carlton): No report submitted.
- d. SWCLC (Lloyd-Siemer): See submitted report. Theresa will be running for trustee of the SWCLC. Matt has been invited to attend a meeting after he moves to Vancouver.

#### IX. Old Business: There was no old business.

X. New Business

- a. Swearing-In of New Members: Matt invited the guests/observers to join the board, to think about it or to be sworn in tonight. Samira and Nicole asked to be appointed to the board; Michael will think about it. Matt moved and Trisha seconded to appoint Samira Karajcic to at-large position 14 and Nicole Meck to at-large position 15. **Motion passed unanimously.** Samira and Nicole were sworn in.

XI. Announcements

XII. The next meeting will be held Wednesday, February 14, 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, Matt Hilton adjourned the meeting at 7:31 p.m.

Respectfully submitted,

*APPROVED 03/21/18*

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.)*