



EXECUTIVE BOARD MEETING MINUTES

January 16, 2019

Position	Name	Position	Name
● President	Matt Hilton	● At-Large, 11	Molly Clasen
● Vice President	Michael Stewart	● At-Large, 12	Jamie Roberts
E Treasurer	Marci Jo Carlton	● Building Manager, 13	Mike Bandy
● Secretary	Jennifer Barker	○ At-Large, 14	Samira Karajcic
● Chief Steward	Haley Wolford	n/a At-Large, 15	VACANT
n/a Community Liaison, 1	VACANT	n/a At-Large, 16	VACANT
n/a Data Maintenance, 2	VACANT	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
n/a Political Action, 6	VACANT	n/a Trustee, 3	VACANT
E Internal Communications, 7	Trisha Crabb	● Staff	Kate Baker
○ At-Large, 8	Elisa Davidson	● Staff	Frank Vehafric
● At Large, 9	Christine Murray	● Staff	Dennis Ziemer
● At Large, 10	Cynthia Peckover	○ Staff	Corey Hope Nicholson

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

Observers Present: Karri Garaventa

- 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. Chief Steward: Matt informed the board that Haley is now the chief steward. We're excited to have new energy and ideas in this position.
 - ii. NEO Volunteers: As OHSU grows, they're hiring a lot of people who will be AFSCME represented. We got ~80 signed cards at the last NEO. We could use another volunteer at the NEO presentations to sit at the table, help collect cards, hand out swag, etc. Steward time can be used for this. Please contact Matt if you're interested.
 - iii. Bargaining—Survey Responses/Next Steps: Bargaining starts in six weeks. We have the survey top lines now and the bargaining team will review the full data on January 23. There are no big surprises. Our members still don't like PTO. Kate, Matt, Michael, Jennifer, and Haley met with Abby Clifton & Joni Elsenpeter today re: the spousal surcharge. After that discussion, we've decided to unseal the arbitration decision that had been paused pending further discussion between OHSU and the local. We should know the arbitrator's decision soon, and communication will be forthcoming.
 - iv. Alcohol Expenditures Policy: Our current policy, dating back to 2012, requires board pre-approval before the purchase of alcohol at union events. The executive committee recommends updating the policy on the grounds that alcohol is not significantly different than other beverages/refreshments and that

alcohol purchases could be approved by the board just like any other expense for an event. Jennifer moved and Michael seconded to approve the revised policy. **Motion passed 11-0-0.**

- v. Holiday Party Debrief: We ordered too much food for the turnout we had this year. We will reduce the order next year and also do more to publicize the event and improve turnout.
 - vi. AFSCME Strong Week: This starts the last week of January. There are a lot of fun events scheduled and board members are encouraged to attend.
 - vii. Oregon Legislative Session/PERS: Governor Kate Brown spoke vaguely about PERS when she opened the legislative session. Joe Baessler doesn't think there's a master PERS plan in the works, but there is a general sense that something needs to be done about PERS. We need to be vigilant about getting folks out to lobby, etc.
 - viii. Elections: The Council 75 convention will be held in Salem in April 26 through 28. Delegate nominations open Feb. 8 and close Feb. 15; the election will be held March 4 through 11. Lost time is paid for delegates. Nominations for AFL-CIO convention delegates and the 2019-2021 executive board open July 19 and close Aug. 16. Board positions do not roll over, so if you want to continue in your role, you need to nominate yourself or be nominated. The election will be held Sept. 1 through 8.
- b. Vice President's Report: See submitted report.
 - c. Treasurer's Report: See submitted reports. 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. Aug-18 Balance Sheet and Income Statement
 - ii. Sep-18 Balance Sheet and Income Statement**Motion passed unanimously.**
 - d. Secretary's Report: Two edits need to be made to the executive-committee minutes that were previously distributed. In the second sentence of the New Chief Steward/Steward Budget section, it was requested that "Haley feels..." be changed to "Haley was concerned that..." In the middle of that same section, there is also a sentence fragment ("for what she thinks the steward program") that needs to be deleted. With those changes, it was moved by Jennifer and seconded by Theresia to approve the following minutes:
 - i. Nov-18 E-Board
 - ii. Jan-19 E-Committee**Motion passed unanimously.**
 - e. Chief Steward's Report: See submitted report. Haley is very excited to be the chief steward. Lead steward Kasey Zimmer-Stucky will be helping Kate with the unit steward program; they'll be looking at integrating it with the main steward program. Haley has rescheduled the steward and lead meetings to reduce travel times and will also be reducing the food order for cost savings and to reduce food waste. Since the last week of December, there have been 49 instances of stewards needing to respond to cases/questions; this includes 11 grievances and ~28 investigatories. Food Service Retail, Hospital Transportation, and Urology currently have the most issues. Haley has prepared her 2019 budget (to be voted on tonight), and is re-implementing the gold-star program.

V. Money Motions

a. Budgets:

- i. Bargaining Addendum (Hilton): The bargaining budget needs to be amended to include \$25,000 for additional lost-time (because we have multiple bargaining-team members from the same department) and \$1,900 for renovations to the local's space at the council office (which we will use as a communications center for bargaining). It was moved by Matt and seconded by Michael to add \$26,900 from contract defense to our 2019 bargaining budget. **Motion passed unanimously. (mm#010119)**
- ii. Steward Program (Wolford): It was moved by Haley and seconded by Matt to spend \$34,000 from contract defense for the 2019 steward-program budget. **Motion passed unanimously. (mm#010219)**

b. Arbitrations

- i. O.G. (Ziemer): This case relates to a termination It was moved by Mike and seconded by Michael to spend up to \$15,000 from contract defense to take the O.G. case to arbitration. **Motion passed unanimously. (mm#010319)**
- ii. E.M. (Ziemer): This case relates to a denial of overtime. It was moved by Matt and seconded by Haley to spend up to \$15,000 from contract defense to take the E.M. case to arbitration. **Motion passed unanimously. (mm#010419)**

c. Project Charters

- i. Vice-President Parking (Hilton): It was moved by Matt and seconded by Theresia to spend \$1,200 from project-charter funds to purchase an OHSU parking pass for Michael. Discussion. **Motion passed 10-0-1. (mm#010519)**
- ii. Tech Appreciation Week (Wolford): The executive committee determined previously that this event qualifies for the AFSCME Strong budget (approved in the 2019 operating budget, mm#110218) and therefore doesn't need board approval via project charter.
- iii. North Valley Animal Disaster Group (Stewart): It was moved by Matt and seconded by Theresia to spend \$250.00 from project-charter funds for a donation to the North Valley Animal Disaster Group, specifying on the donation that it should only go toward rescue efforts associated with the recent California fires. Discussion. **Motion passed 7-4-0. (mm#010619)**

d. Staff Reports/LOAs

- i. Local 328 Staff Reps: Nicole Meck will no longer be serving as our interim staff rep, but will instead be building her skill set by working with another local on bargaining. Lead steward Jesse Miller will be going out on lost time for 90 days to assist. Our rep position should be filled through council's bidding/hiring process by the time Jesse's time wraps up. Richelle Jones is also coming out on lost time, for 14 days for AFSCME Strong Week and then for additional days periodically her 90 days are up. Our employee-to-rep ratio is much too high—we'll keep pushing the council for additional staffing/support. It was noted that the local pays for lost-timers who are used in lieu of council staff/support.
- ii. Baker: See submitted report. Kate pointed out that we're going to award an activist of the year at the end of AFSCME Strong Week—voting will be open from Jan. 21 through 10:00 AM on Feb. 1. The winner will be announced at the

end of AFSCME Strong Week. We'll also be distributing punch cards during the week—members can earn punches for attending events, taking surveys, etc., and will be entered into a prize drawing once they collect three punches.

iii. Vehafric: See submitted report.

I. LOA—Senior Embryologist: This LOAs will affect four people—they'll be getting a raise. It was moved by Matt and seconded by Theresia to approve the LOA. **Motion passed unanimously.**

iv. Ziemer: See submitted report.

I. LOAs—Pharmacy Technicians 2 & 3: There's been a problem with pharmacy techs starting at OHSU and then moving on to other hospitals for better pay and recognition of skills. It was moved by Theresia and seconded by Matt to approve the LOAs. **Motion passed unanimously.**

VI. Committee Reports

a. Education & Training (Lloyd-Siemer): See submitted report. Council financial-standards training is March 9. Matt noted that all of our check signers have attended previously. Women's Committee will have a luncheon at the council convention; guest speaker will be AFSCME IU secretary/treasurer Elissa McBride.

b. Internal Communications (Crabb): No report submitted.

c. Building (Bandy): Staff noted that there are issues with climate control at the building—it's too cold. Mike will address this. We'll be getting a new railing on the retaining wall soon—the property manager will oversee this project (\$2,500). This and some other future changes are being done in order to bring the property up to code.

VII. Other Reports

a. OHSU Parking (Bandy/Militante): See submitted report.

b. OHSU Policy (Barker): See submitted reports.

c. NOLC (Carlton): See submitted report.

d. SWCLC (Lloyd-Siemer): See submitted reports. Theresia was elected as a trustee for SWCLC. Vancouver's mayor attends these meetings every month. Theresia reported that there will be a two-week closure of the northbound lanes of the I-5 bridge starting on Sept. 11, 2020.

VIII. Old Business: None.

IX. New Business:

a. LCSA Federal Workers' Donation (Stewart): NOLC sent an email out about LCSA seeking donations to support local federal workers who are furloughed or working without pay during the partial government shutdown. Mike moved and Theresia seconded to donate \$5,000 to LCSA. After discussion, Mike withdrew the motion. Matt moved and Michael seconded to double our already-budgeted LCSA contribution, to \$4,000. **Motion passed unanimously. (mm#010719)**

b. New Board Member: After observing tonight's meeting, Karri Garaventa expressed interested in being appointed to the board. Matt moved and Theresia seconded to appoint Karri to at-large board position 15. **Motion passed unanimously** and Karri was sworn in.

X. Announcements:

a. Pharmacy Tech Petition/LOAs: It was noted that the LOAs for the new pharmacy tech 2 and 3 classifications came about as a result of the techs getting almost of all of them to sign a petition. There was discussion about publicizing this action and win via an article. It was suggested that the board formally recognize the pharmacy technicians with a letter.

- b. Shuttle Drivers: Frank reported that he was informed by Kathryn Heath that OHSU will be doing an RFP for a new valet service and is also looking at contracting out the two shuttle drivers. The local will be able to submit a bid.
 - c. Activist of the Year: Cynthia noted that she is one of the nominees for activist of the year and asked that board members consider voting for her.
- XI. The next meeting will be held Wednesday, February 20, in **OL 217**. Dinner starts at 5:00 p.m.; meeting starts at 5:30 p.m.
- XII. Seeing no additional business before the body, Matt Hilton adjourned the meeting at 7:02 p.m.

Respectfully submitted,

APPROVED 2/20/2019

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.)