



EXECUTIVE BOARD MEETING MINUTES

February, 2024

Position		Name	Position		Name
• President		Jennie Olson	• At-large, 12	15	Theresia Lloyd-Siemer
• Vice President		Jen Laverdure	• At-Large, 14	16	Derek Wallace
• Treasurer		Claire Irvan	• At-Large, 15	17	Karri Garaventa
• Secretary		Cassie Barton	○ At-Large, 16	18	Katy Holmes
• Chief Steward		Sarah Curtis	• At-Large, 17	19	Kerry Moore
• Community Liaison	1	Arrison Warner	• At-large, 19	20	Angelo Bologna
○ Internal Comms	2	Missy Beavers	• At-Large, 20	21	Heath Oetken
E DEI	3	CG Brothers	• At-Large, 21	22	Dana Hendricks
• IT	4	Evan Bowman	• At-Large, 22	23	Brianna O'Loughlin
• Membership	5	Carly Smith			
• Education & Training	6	Michael Everhart	Trustee, 1	1	VACANT
• Political Action	7	Troy Winslow	Trustee, 2	2	VACANT
• Building	8	Mark Chapman	Trustee, 3	3	VACANT
• At-Large, 4	9	Roxana Logsdon			
• At-Large, 5	10	Kate Stout	• Staff		Nicole Meck
At-large, 6	11	VACANT	• Staff		Kate Baker
• At-large, 9	12	Jorge Peat	• Staff		Damon DiCicco
○ At-Large, 10	13	Cynthia Peckover	Staff		Sophia Vicencio
At-Large, 11	14	VACANT	• Staff		Juan Sanchez

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

Observers Present: None

- I. The meeting was called to order at 5:15 p.m. by Jennie Olson.
- II. Roll was taken by Cassie Barton.
- III. Guests: Leah Witte
- IV. New Business/Announcements
 - a. Topic: Leah Witte: At large application
 - i. Introductions, Leah shares her extensive steward work
 - ii. Cassie moves and Dana seconds approving Leah Witte to the EB. **Motion passes unanimously.**
 - b. Topic: Jenn Roemer and Leah Witte are sworn in
 - c. Topic: Arbitration: Dana Hendricks brings forward grievance against Matt Hilton, bullying and other deplorable behavior. Cassie moves and Arrison seconds bringing this case to arbitration. **Motion passes unanimously.**
 - d. Topic: Budget finalization: Claire Irvan
 - i. Claire walks us through how our budget works, updates with current membership numbers, each expense. She explains the contract defense fund

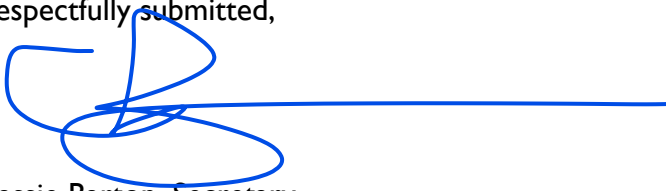
- covers arbitrations, Steward budget, and bargaining
 - ii. Explains the rest (~420k) is the operating budget. Details the expenses that come out of this. Outlines reasoning for legal services, Hardship fund costs, etc.
 - iii. Jennie details importance of money for ability to strike.
 - iv. Claire describes lost time costs and how we spend tens of thousands but it is very hard to budget for, often exceeding estimations. Sarah explains how they maximized lead steward designations to allow for maximized OHSU paid time to defer these costs.
 - v. Questions to gain deeper understanding are asked and answered.
 - vi. Michael offers way to decrease his budget, leverage members knowledge and training. Discussion occurs.
 - vii. Theresia moves that if a member wants to go to an event, no lost time will be used for said event (conventions are separate). Jorge asks clarifying questions. **The motion passes, Mark objects.**
 - viii. Cassie moves and Troy seconds to reduce each committee budget to \$6000. Any further additions would need Board approval. Kate amends this to revert each committee budget to total amount of the 2023 budget that was spent. Angelo seconds. The amendment motion fails. Mark moves and Troy seconds that any committee chair who is not present at this meeting, their budget will be zero. The amendment fails. Sarah calls the question. The vote passes to call the question. **The motion passes with two abstentions.**
 - ix. We pivot to policy updates as they are prescient to the budget discussion.
 - x. Sarah and Cassie to approve the budget as presented. **The motion passes. (mm#020122)**
- e. Topic: Policy updates: Credit card usage, EB incentives: Cassie Barton
 - i. Jennie points out that all board members outside officers are elected as At Large positions, not committee chairs. Then anyone who is interested, board member or not, can apply to and be appointed to committee chairs. This will decouple At Large positions and chair positions. The policy is amended to all board members receiving an incentive of \$50. We plan to revisit committee chair reimbursement at a later date. Cassie moves and Sarah seconds the motion to approve the amended policy. The motion passes. Sarah moves and Karri seconds to approve the credit card usage policy. **The motion passes.**
 - f. Topic: Committee Chair positions: Jennie Olson
 - i. See above discussion of uncoupling from board positions.
 - g. Topic: 328 day: Jennie Olson
 - i. Info dump, Friday meeting to plan smaller more targeted events.
 - h. Topic: Post-doc support: Jennie Olson
 - i. Please sign petition and share as wildly as you can.
 - i. Topic: Sublocal at HMC: Jennie Olson-
 - i. Discussed with C75, everyone is in agreement to move towards HMC being their own local. Discussions around Legacy merger- there is a tentative agreement with ONA and SEIU on how this will occur. Many details will be determined on who exactly the employer will be.
 - j. Topic: LOA regarding dispatchers: Kate Baker
 - i. Everyone agrees with wages and language of specification, on par with emergency transport coordinators. Retention bonuses also on the table. Sara moves and Roxanna seconds to approve the LOA. **The**

motion passes.

- V. Continuing Business
 - a. Topic: none
- VI. Officer Reports
 - a. President's Report: State of our Union
 - i. Sub-local update
 - ii. Building Bridges Program
 - iii. Goals for the year: Increasing member engagement
 - b. Issues in the unit: Pulse of our Union
 - i. EB to supply via discussion
 - c. Vice President's Report: See submitted report.
 - d. Treasurer's Report: See submitted reports. This vote was missed in person and was brought to email vote, which passed unanimously.
 - e. Secretary's Report: This vote was missed in person and was brought to email vote, which passed unanimously.
 - f. Chief Steward's Report: See submitted report.
- VII. Staff Reports
 - a. Baker: See submitted report.
 - b. Meck: See submitted report.
 - c. Vicencio: See submitted report.
 - d. Sanchez: See submitted report.
- VIII. Committee Reports
 - a. Membership Update (Smith): See submitted report.
 - b. Political Action (Winslow): See submitted report.
 - c. Internal Communications (Beavers): no submitted report.
 - d. Building (Chapman): See submitted report.
 - e. Diversity/Equity/Inclusion (Brothers): See submitted report.
 - f. Training and Education (Everhart): See submitted report.
 - g. Community Liaison (Warner): See submitted report.
 - h. IT (Bowman): See submitted report.
 - i. Policy (Olson/Barton): See submitted report.
 - j. Organizing (Sanchez): See submitted report.
- IX. Other Reports
 - a. OHSU DAC (Irvan): See submitted report.
 - b. OHSU EAC (Irvan): See submitted report.
 - c. OHSU Covington (Irvan): See submitted report.
 - d. OHSU EBC (Barton): See submitted report.
 - e. OHSU Policy (Olson): See submitted report.
 - f. OHSU Parking (Hendricks): See submitted report.
 - g. OHSU Safety (Chapman): See submitted report.
 - h. NOLC: See submitted report.
 - i. SWCLC: See submitted report.
- X. Upcoming Communication: What can we tell our membership?
 - i. 328 Day: forthcoming info after Fri meeting
 - ii. Membership numbers, what we are doing to recruit, asks from members in the meeting to help
 - iii. Position statement on Dr Marks, Jacoby situation

- I. Jennie made statement to press, our local has not- we have been waiting for an All Hill meeting. Leah and Cassie will work on crafting.
- iv. Where tabling is occurring: trying to communicate that to those departments
- v. Mark writing a blog report on lobby day
- XI. The next meeting will be held via Zoom at 5:00 p.m. on Wednesday, March 20th.
- XII. Seeing no additional business before the body, Jennie Olson adjourned the meeting at 7:48 p.m.

Respectfully submitted,



Cassie Barton, 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.)