



# EXECUTIVE BOARD MEETING MINUTES

January 17, 2024

Position		Name	Position		Name
• President		Jennie Olson	E 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
E Chief Steward		Sarah Curtis	E At-Large, 17	19	Kerry Moore
• Community Liaison	1	Arrison Warner	E At-large, 19	20	Angelo Bologna
• Internal Comms	2	Missy Beavers	o At-Large, 20	21	Heath Oetken
o DEI	3	CG Brothers	E 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, 8	11	VACANT	• Staff		Kate Baker
• At-large, 9	12	Jorge Peat	• Staff		Damon DiCicco
o At-Large, 10	13	Cynthia Peckover	Staff		Sophia Vicencio
At-Large, 11	14	VACANT	• Staff		Juan Sanchez

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

Observers Present: None

- I. The meeting was called to order at 5:02 p.m. by Jennie Olson.
- II. Roll was taken by Cassie Barton.
- III. Guests: Lamar Wise, Jenn Roemer, Doug Lanz
- IV. New Business/Announcements
  - a. Topic: Bills affecting healthcare workers: Lamar Wise (20 min)
    - i. Two bills Rep Nelson put in pertaining to work at OHSU.
    - ii. **Violence against healthcare workers:** requires hospitals to take actions to protect against assaults, increases penalty/level of crime for assaults, alerts employees to their rights
    - iii. Kate asks if anything in this bill will encourage OHSU to exclude repeat offenders, Mr. Wise does not believe so. Discussion regarding what rights would be posted, appears to be broad statutes that OHSU would be required to follow. Discussion of Lund report regarding Haley Rogers death at Cascadia- may be addressed in other safety/staffing bill in tandem with larger safe staffing bill.
    - iv. Doug explains how these bills leverage our power outside the workplace. Discusses how we can get involved: attend candidate interviews (regional district one and your

home district) sign up at <https://forms.gle/9ZoZoD2c2NEqQuT4A>, lobby day: sign up at <https://forms.gle/eKjCS7zmd2dL9yZ>, elections, primaries, AFSCME values in practice: [oregonafscme.org/avip](http://oregonafscme.org/avip) for Oregon based issues, AFSCME People for federal based races

- b. Topic: Future Ready Oregon Dental LOA: Kate Baker (10 min)
  - i. Dental assistant is first program out of the grant money. Applicants from dental program will have their positions saved in case they decide to not pursue, would like this to apply to all other positions. Committee with AFSCME and management representatives will choose who gets into the program. Discussed that OHSU does not have a great process for required reimbursement of costs if 2-year work requirement unfulfilled by employee – Board requested this clause be removed. Once finalized it will be returned to the body for a vote.
- c. Topic: Shadowing LOA: Baker (10 min)
  - i. Idea sparked by member request. This LOA allows for employees to shadow in other departments using up to 4 hours of educational and training hours per year. Many board members spoke in favor. Cassie moves to approve the LOA, Derek seconds. **Motion passes unanimously.**
- d. At Large Member Application: Jenn Roemer (10 min)
  - i. Jenn introduces herself, RT at OHSU for 4 years, Tuality before that. Grateful for her interaction with the union and would like to give back. Briefly in leadership at OHSU so feels this perspective will be helpful. She will be a member in good standing for one year in 8 days, have precedent to approve and vote, to be sworn in at next meeting.
  - ii. Jenn moved to breakout room. Jenn L moves to approve Jenn R to an at large position, Troy seconds. **Motion passes unanimously.**
- e. APU Solidarity Statement (10 min)
  - i. Discussed that this is a great first start, wondering if we should just sign on vs ask for more accountability from OHSU in the request. Damon shares that post-docs may be working on more forceful letter, to be presented at next All Hill meeting.
  - ii. Will await results of Thursday All Hill meeting, ask APU to sign on to that letter. If not, we can vote via email to sign this letter in addition to more forceful letter.
- f. Council 75 Updates (10 mins - Jen Laverdure)- Candidate interviews, IU election. Realtor for finding new location.

#### **10 minute break**

### V. Continuing Business

- a. Topic: Budget continuation: Olson/Irvan
  - i. Stipends/payments
    1. Discussion ensues regarding lack of attendance at board meetings
    2. Brianna suggests we increase incentive payments to \$15
    3. Jennie reinforces that policies are being followed in regards to attendance, refocuses on incentive payments. Suggests increasing to \$30-50 per meeting to provide true incentive.
    4. Missy speaks in support of increasing payments. Katy wants to ensure we can afford to do this. Roxana suggests \$25. Claire explains any increase will have tax implications (W2 vs 1099). We are already \$126k in red with projected budget, so not sustainable long-term. Brianna asked more clarifying questions.
    5. Kate moves and Troy seconds to table this topic until next Board meeting. **Motion passes unanimously.**

### VI. Project Charters

- a. Topic: Computer for Barbur office. It was moved by Cassie and seconded by Roxana to

spend up to \$800 from project-charter funds for a laptop to primarily be used at Barbur office. Roxana amends to \$1000, amendment passes unanimously. **Motion passed unanimously. (mm#010424)**

VII. Officer Reports

- a. President's Report: See submitted report.
  - i. Topic: Leadership meeting: still looking for staff member
  - ii. Topic: Toy drive: more popular than expected, more people need help than expected. Many volunteers to deliver as well, suggests turning into annual event and use as organizing point.
  - iii. Topic: Rest of report submitted.
- 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 following reports and note that they will be filed for annual audit: Sept-23 Statement of Financial Position and Sept-23 Statement of Activities. **Motion passed unanimously.**
- d. Secretary's Report: It was moved by Cassie and seconded by Arrison to approve the following minutes: Jan-24 Budget and Nov-23 E-Board. **Motion passed unanimously, 13 aye and 1 abstain.**
- e. Chief Steward's Report

VIII. Staff Reports

- a. Baker: No report submitted. Lot of Future Ready Oregon, obnoxious things in RT. Some representational work. Will be out for a few weeks.
- b. Meck: No report submitted. Shadowing meetings, intend to be on hill and meet board members.
- c. DiCicco: Offer for staff position as declined by applicant, more screening going on. One possible interview candidate. Hoping for more applications.
- d. Sanchez: membership percentage 74.73%, 6293 members, 2089 "soon to be members"

IX. Committee Reports

- a. Membership Update (Smith): See submitted report.
- b. Political Action (Winslow): See submitted report.
- c. Internal Communications (Beavers): See 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): No report submitted. Solidarity for PCC union, donation to strike fund. Started release time. Main tasks are organizing, committee work, steward cases, try to be in Barbur office as much as possible. Solidify community donation process.
- h. IT (Bowman): No report submitted. Ezone decommissioned. Case files downloaded. Creating policy page on Local328.org.
- i. Policy (Olson/Barton): No meeting last month.
- j. Organizing (Sanchez): No report submitted. Set goals and objectives, brainstormed ideas and events, training for the committee. Community agreements- respecting each other opinions, respect democratic process, share work, start and end meetings on time. Goal to hit 80% membership at beginning of bargaining. 90% by end of bargaining ultimate goal. That's 90-120 new members per quarter. Two co-chairs for the committee are Carly and Angelo. Tabling, NEO, other great ideas! Next meeting Weds Jan 24 at 6:30 at CHHI.

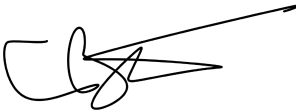
X. Other Reports

- a. OHSU EBC (Barton): See submitted report.
- b. OHSU Policy (VACANT): No report submitted. Allowance of animals at OHSU- no pets allowed. Working on addressing of buildings.
- c. OHSU Parking (Hendricks): No report submitted.
- d. OHSU Safety (Chapman): See submitted report.
- e. NOLC: See submitted report.
- f. SWCLC: See submitted report.

XI. The next meeting will be held via Zoom at 5:00 p.m. on Wednesday, Feb 21st.

XII. Seeing no additional business before the body, Jennie Olson adjourned the meeting at 7:55 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](http://www.local328.org) for review by the general membership.)*