



# EXECUTIVE BOARD MEETING MINUTES

November 17<sup>th</sup>, 2021

Position	Name	Position	Name
● President	Michael Stewart	● Building, 13	Mark Chapman
● Vice President	Jeff Vogt	● At-Large, 14	Dana Hendricks
● Treasurer	Claire Irvan	● At-Large, 15	Karri Garaventa
● Secretary	Jennie Olson	At-Large, 16	VACANT
● Chief Steward	Haley Wolford Davis	At-Large, 17	VACANT
● Community Liaison, 1	Lia Sebring	● DEI, 18	TJ Acena
● Membership, 2	Casey Parr	At-Large, 19	VACANT
● Education & Training, 3	Molly Clasen	● At-Large, 20	Kasey Zimmer-Stucky
● At-Large, 4	Roxana Logsdon	At-Large, 21	VACANT
● At-Large, 5	Cassie Barton	● Trustee, 1	Theresia Lloyd-Siemer
● Political Action, 6	Jen Laverdure	● Trustee, 2	Sean Sellers
● Internal Communications, 7	Jennifer Barker	Trustee, 3	VACANT
● At-Large, 8	Jesse Miller	● Staff	Sima Anekonda
● At Large, 9	Sarah Curtis	● Staff	Kate Baker
● At Large, 10	Cynthia Peckover	● Staff	Ross Grami
○ At-Large, 11	Natie Dutro	● Staff	Vee Lewis
● At-Large, 12	Aaron Kawamoto		

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

Observers Present: Linda Nguyen, Andy Chavira, Corey

- I. The meeting was called to order at 5:04 p.m. by Michael Stewart.
- II. Roll was taken by Jennie Olson.
- III. Guests:
  - a. Thuy Nguyen from Education Labor United
    - i. Education Labor United would like to ask for support from AFSCME Local 328. Higher education workers are in crisis and state funding has been cut. Education Labor United is asking specifically for an endorsement vote for platform.
    - i. Federal legislation stabilization of Higher Ed employment via equity
    - ii. **Karri moves to approve endorsement, Dana seconds, motion passes unanimously.**
  - b. Brian Frank from OHSU
    - i. Dr. Frank is a physician in Family Medicine who is working on a research project which focuses on evaluating interventions in employee benefits and has received funding to develop a pilot through OHSU to get focus groups of employees to talk about what the pilot would look like. A needs based assessment was conducted with AFSCME employees. There is strong interest in working with community health workers, and needs go up as one is lower on wage scale. Focus groups will be conducted with AFSCME employees to see what they would want the program to look like, happening in March or April. Quote from translation services \$1200.
  - c. Stacy Chamberlain from Council 75

- i. SMART Center – Council 75 has been working with Haley to improve the SMART Center
- i. Andy Chavira – Council committee formed to work on SMART Center. 50% of incoming calls belong to OHSU.
- ii. Corey – Annual steward training has completed. Staffing update – immediate help with cases is needed. A former council rep has been contacted to help, and a job posting has been drafted to add a fifth staff member.
  - a. Jennifer moves, Roxana seconds. Motion passes (14 to 5)

#### IV. Officer Reports

- a. President's Report: See submitted report.
  - i. Topic: Retreat
    - 1. Date set to December 5<sup>th</sup>. Will discuss strategic planning.
- 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: October-21 Statement of Financial Position and October-21 Statement of Activities. **Motion passed unanimously.**
- d. Secretary's Report: will be submitted at the January 2022 meeting.
- e. Chief Steward's Report: See submitted report.

#### V. Staff Reports

- a. Anekonda: See submitted report.
  - i. Update – working on sterile processing grievance. The manager did not intervene when employee called him a racist slur. Filed a grievance for an investigatory meeting. Manager has since quit her position.
  - i. LOA – Art Therapist. Grade A37, new role with no current employees. The role is set at three grades higher than a child life therapist, but unclear why it is set below social workers. OHSU said that it does not need a certificate of clinical social work and social workers need more hours-worth of experience. Sima will follow up to see if there are market-based matches of this type of role, or if pay range is appropriate for the age group of the patients.
- b. Baker: See submitted report.
  - i. LOA – Logistic Property Specialist ANI
    - 1. We had been allowing OHSU to give out shifts first come first serve, and so we had to have OHSU change that practice. First come first serve goes against contract which is seniority based. Jennie moves to approve the LOA, Karri seconds. **Motion passes unanimously**
    - 2. LOA for incentive bonuses. Do we want to be finished using this or not? OHSU has not cc'd the union when offering these bonuses to departments or classifications. Kate feels that we should be involved in the process.
      - a. Kate proposes that we tell OHSU we want to terminate the document unless they would like to change the language so that they have to talk to us about bonuses before offering them. Jennie motions to approve the proposal, Karri seconds. **Motion passes unanimously.**
  - i. Arbitration – An employee was forced to be on call during breaks. Employees told their supervisors they were missing lunch breaks and the supervisor did not do anything. The union is asking to make all employees whole for missed time. OHSU is willing to pay some of the grievance, but not

all of it. Would like to take to arbitration. Haley moves to spend up to 15K to take to arbitration, Dana seconds. **Motion passes unanimously. (MM#110121)**

- ii. Arbitration – Mark Chapman OSHA grievance. No one got OSHA training in Compass. Asked EHS if everyone is trained, and was told OHSU doesn't have the bandwidth for that. We offered to pause the grievance for three months, but OHSU denied the offer. Haley motions to spend up to 15K to move to arbitration, Karri seconds. **Motion passes unanimously. (MM#110221)**
- c. Grami: See submitted report.
  - i. LOA – Interpreter
    - I. Resubmitted for vote. Jennifer moves to approve, Cassie seconds, **motion passes unanimously.**
  - i. LOA – Salaried Pharmacist Night Differential
    - I. Increasing Differential, moving to a flat rate. Employees are expected to do the same work but not paid the same. Dana moves to approve, Jennie seconds. **Motion passes unanimously.**
  - iii. LOA – Salaried Pharmacist Shift Incentive. Management was interested in revisiting this in bargaining. Not being compensated like a regular RT. Employees are not volunteering, so are being forced to. Jennie moves to approve LOA, Casey Parr seconds. **Motion passes unanimously.**
- d. Lewis: See submitted report.
  - i. LOA – Clinical Outreach Social Worker
    - I. Recommended tabling. Want to know the selected employees and those that were not selected. Jennie motions to table, Jen seconds. **Motion passes unanimously.**
  - i. Exceptions for vaccine – some employees had allergic reaction to vaccine. OHSU is requiring them to see an OHSU allergist for an exception. Union states they have no right to force a medical exam when another physician has said there is an allergy. Employer can obtain information that is not necessary for the allergy screening.
  - ii. Another win: OHSU filed exception to arbitration win. Wanted to withhold any money received from unemployment. Arbitration demanded that they pay for everything plus legal fees on the exception.

## VI. Committee Reports

- a. Community Liaison (Sebring): See submitted report.
- b. Membership Update (Parr): See submitted report.
- c. Education & Training (Clasen): See submitted report.
- d. Political Action (Laverdure): See submitted report.
- e. Internal Communications (Barker): See submitted report.
  - i. Added information to website for other unions at OHSU
- f. Building (Chapman): See submitted report.
  - i. Water heater in need of replacement. Would like to pre-emptively replace before it costs a lot of money. This was requested by the property management company what it would cost. Install for 1K. Add to building budget.
- g. Diversity/Equity/Inclusion (Acena): See submitted report.
  - i. Would like to talk about workshop. 2/3 took training which is frustrating and only one person that couldn't attend told TJ that they couldn't. This is upsetting because it is important work and now part of the board has this information and thinking and the other part is not thinking about it.

- i. It's an important issue to address. Discussion about incentive loss was had.
    - ii. Thoughts on how to move forward with some members not having attended.
    - iv. Can we bring this to a larger group? Could we make these types of training mandatory for union leaders?
  - h. Bargaining Leadership Team (Barker): See submitted report.
  - i. eZone Rebuild (Wolford Davis): See submitted report.
  - j. Policy (Barker): See submitted report.
- VII. Other Reports
  - a. OHSU EBC (Olson): See submitted report.
  - b. OHSU Policy (Barker): See submitted report.
  - c. OHSU Safety (Chapman): See submitted report.
    - i. Arbitration, revising charter
  - d. NOLC: See submitted report.
  - e. SWCLC: See submitted report.
- VIII. Old Business:
  - a. Stipend Vote – Ross was not present for stipend vote, understanding was that e committee nullified the vote by the board per a complaint based on policy violation. Essentially, the issue is whether or not e committee has the ability to nullify or overstep a decision of the board which staff believes was not the case. Debate is whether or not the board has the right to override a policy, as it is not written in the constitution. Ultimately, what staff is worried about is that the e committee which is not a constitutional body did not have the right to nullify the vote, they would have to bring that up to the board which approves policy.
  - b. Member asserted that they did not consider the vote to be nullified. Since there was a standing policy and it was violated, the understanding was that the vote was not valid.
  - c. How should it have been handled? If the issue should come up again, no decision should be made until it is brought to the board. What happened was once the complaint was made we had to address it at that moment. In the future if there is a complaint – part of the problem was that there was a pay period and we needed to get the stipends paid out.
  - d. The policy was violated and the interpretation that it does not make any sense that there are the parameters of the policy committee. If we follow Robert's Rules someone who voted yes can recall the vote.
  - e. Policy committee will meet and go over this issue. If hadn't been approved in a long time we would go over them and bring them up to vote on.
    - i. Policies should be guiding principles.
    - ii. Important for the board to be able to override a policy
    - iii. Discussion on proper stipends:
      - 1. Cassie makes motion to keep Vice President and Secretary at \$375 and bump others up %50. No one seconds.
      - 2. Jennifer motions \$300 for Vice President and Secretary, and Mark seconds. **Motion passes** (17 ayes, 1 abstain)
- IX. New Business/Announcements
  - a. Topic: Bargaining Team Composition
    - i. Constitutionally the board oversees the makeup of the bargaining team. Do we want to have the ability to be able to replace members who may leave? The current makeup of the team is entirely white and not

representative of the diversity of our members.

1. Do we want to appoint people of color to the bargaining team?
2. According to article 9 section 6, the team is approved by membership. We should have the board change the structure in the future. Is there a way that we can make an amendment to the policy?
3. Option: we can take the issue to the members so that they have a say and could have a vote.
  - a. Jen motions to have three additional alternates, look only at people of color and take the three highest vote getters. Mark Seconds – Ross asks to respond
4. Ross asks to bring this to the membership for a vote. Let membership make that choice and not the board as this would uphold our constitution. We could have an emergency meeting with membership to decide how to move forward where membership can give board authority to decide who to appoint to the team. Jen accepts amendment, Mark accepts amendment. **Motion passes (14 to 1)**

b. Topic: Budget

- i. Not enough time remained to review and approve the 2022 budget. It is agreed we will have a meeting in December to discuss only the 2022 budget.

X. The next meeting will be held via Zoom at 5:00 p.m. on Wednesday, January 19<sup>th</sup>, 2022.

XI. Seeing no additional business before the body, Michael Stewart adjourned the meeting at 9:30 PM p.m.

Respectfully submitted,



Jennie Olson, 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.)*