



EXECUTIVE BOARD MEETING MINUTES

October 20th, 2021

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

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

Observers Present: Dana Hendricks, Sean Sellers

- I. The meeting was called to order at 5:00 p.m. by Michael Stewart.
- II. Roll was taken by Jennie Olson.
 - a. Guests: Dana Hendricks, Sean Sellers, Maggie Simich
- III. Swearing in of returning board members (Lia Sebring, Roxana Logsdon, Cynthia Peckover, Kasey Zimmer-Stucky, Theresia Lloyd-Siemer)
- IV. Guest Presentation: Patinkin Research – Maggie Simich
 - a. Maggie Simich from Patinkin Research gave a presentation on the local’s bargaining survey that was conducted by email several months ago. We had an excellent response rate for the survey. The board thoroughly reviewed the survey results—as in previous years, this survey of our membership has provided valuable information that will shape our bargaining strategy for 2022. Additionally, conversation was held around when we should send out another survey; historically, this has happened in January of bargaining year
- V. Officer Reports
 - a. President’s Report: See submitted report.
 - i. Topic: Ideal State - tabled
 - i. Topic: Thoughts on the Next Two Years
 1. President and board members would act with transparency on all matters. President should delegate as much as is appropriate and when decisions are made on large issues that affect the local as a whole, the board needs to be involved in the process. We all are elected by our membership and no one should circumvent that, we should also be open to constructive criticism and know when it is time to move on from office. One should share knowledge and

- help others advance and become good leaders as well. Board members should participate in committees and services outside of E-board to develop leadership skills and obtain broad ideas.
- ii. Topic: Vaccine Bargaining Update
 1. We did not come to an agreement with OHSU. Big thank you to Vee as she was the person who knew the ins and outs of EEOC and handled pushback from OHSU. We did the best we could, some felt we did too much, others not enough.
 2. Ezone has not updated to reflect the change in membership
 - iv. Topic: LCSA – punting to Jeff
 - v. Topic: E-board retreat
 1. We will have an event in Portland without an overnight stay.
 2. Kate is looking into venues and Jennie will assist
 3. Process: Date established, venue secured, then create an agenda
 - vi. Topic: Election Snafu
 1. Sarah Cinnamon is the head of the election. Errors were made and a couple emails went out from the Ezone in which certain people were endorsed. It is unlikely that these effected the outcome, but it was a violation of the elections policy.
 2. Historically, we have had one chair instead of a committee, and the chair cannot be anyone who is running for office.
 3. We must let membership know that there were issues with the election and if nothing is done in a month we need to go to the International about it.
 4. Decision: violations were made but outcome was not affected. Email and blog post about the issue is good enough. Aim for better trainings for stewards around elections.
- b. Vice President’s Report: See submitted report.
- i. Dent in COVID matrix made. Moving forward, one may not only need a positive test to access the COVID sick leave bank.
- c. Treasurer’s Report: See submitted reports.
- i. Stop Payments – every time we need to stop payment or re-cut a check it costs \$30. Please make sure all information is correct before we issue checks
 - ii. OHSU Library – accessible and available to all.
 - iii. Lost Time is daunting to audit. Timekeeper did not get all of the lost time entered for Matt Hilton, so we have 800 hours of lost time that has not been processed yet. Claire will send out an email to clarify what committee is entitled to what lost time. This will enable to help break down the lost time bill and what budget it is allocated to.
 - iv. Hardship Fund
 1. When the fund was first established, LCSA was processing the applications as a courtesy. Matt entered into an MOU with LCSA. Although this was the right thing to do, we should have had a conversation between the President, Treasurer, and another board member. LCSA is charging \$56/referral - this is charged even when someone does not qualify – therefore we run the risk of paying more than what is being paid out to our members. Since no one else was in the conversation, we don’t know if there were/are other options with LCSA.
 2. We should consider terminating the MOU and re-entering it if other options are available
 3. Haley mentions that our trustees may be able to do a quick cursory review of applications before being sent to LCSA

4. Agreement on discussing this at upcoming meeting
5. Nurse Staffing Committee
 - a. Kelly Rosales was recommended by manager, but nurse staffing committee needs our approval to do that. She is a member and works in clinic, has CNA, is a woman of color.
 - b. Jeff moves to vote, Jennie seconds – **Motion passed unanimously**
6. Union Credit Card
 - a. Board previously voted to approve credit card. We must determine the limit being asked for, and how many credit cards we want. This is in order to move away from having member leaders pay out of pocket for expenses and to pay vendors who only accept credit card payments.
 - b. Theresa states that we need to make sure we have all bills and receipts connected to the purchases, what we are paying for, and that it is paid monthly and on time.
 - c. Jeff motions, Jennie seconds – **Motion passed unanimously**
7. Stipends for new President, VP, and Secretary
 - a. E-board discussion while Michael, Jeff and Jennie are in break out room
 - b. Roxanna motioned for all stipends to stay as-is, Sarah Curtis seconded – **motion passed unanimously**
 - c. Michael, Jeff, and Jennie re-joined. Haley indicated that the last vote was a policy violation and that new Officers need to receive a lower stipend than their predecessors. Michael, Jeff, and Jennie dropped out of meeting for further discussion. Executive Board decided to move on with agenda.

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: September-21 E-Board Statement of Financial Position and September-21 E-Board Statement of Activities. **Motion passed unanimously.**

- d. Secretary's Report: It was moved by Jennie and seconded by Jeff to approve the Sept-21 E-Board minutes. **Motion passed unanimously.**
- e. Chief Steward's Report: See submitted report.
 - i. Steward Complaint
 1. A complaint was filed against a steward by two members
 2. The committee that reviewed the complaint as staffed by TJ, Vee, Lia and interviews were conducted. The complaints were not substantiated. Committee has recommended to NOT remove the steward.
 3. Haley motions to uphold the recommendation, Jeff seconds, **motion passed unanimously**

VI. Staff Reports

- a. Anekonda: see submitted report.
 - i. Concern that some medical exemptions for members who experienced allergic reactions and hospitalization are being required by OHSU to see an OHSU allergist.
 - ii. ULP – would like to file a ULP
 1. OHSU never came to the union to talk about a hire on bonus for IONM (see submitted report). There is a retention bonus but it is less than hire on bonus and thus creates a pay equity issue. OHSU is required to come to AFSCME with these.
 2. Sima asks for \$300 to file a ULP. Jen motions to issue ULP, Lia seconds, **motion passes unanimously. (mm#100121)**

- b. Baker: See submitted report
 - i. LOA for Additional Need Pay for Social Workers. Jeff motions, Karri seconds, **motion passes unanimously.**
 - ii. Text banking – it’s easy! Please consider joining when you can.
- c. Grami: Report not submitted – excused on Leave.
- d. Lewis: see submitted report.
 - i. Most vaccine policy exemptions are being denied, so they are being pushed through the EEO process
 - ii. Question came up during townhall – what if we feel pressured because OHSU posted our job before we go through EEO.
 - iii. PIP case – employee had performance issues and was put on a performance improvement plan then went through about six supervisors. No one completed the plan and the employee was placed on a paid admin leave – then OHSU moved to fire them citing a patient safety issue. Union pushed back – if OHSU truly felt that a person as a safety threat and was left in place for four years they must have not thought they were that much of a threat. OHSU initially offered a separation agreement and eight weeks of pay, then they came back and offered three months of pay, today they came back with working with a PIP in place.

VII. Project Charters

- a. Topic: iPad Protection Program (Apple Care+). It was moved by Jesse and seconded by Claire to spend \$149 from project-charter funds for Apple Care+ for the ICC iPad. **Motion passed unanimously. (mm#100221)**

VIII. 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.
- f. Building (Chapman): See submitted report.
- g. Diversity/Equity/Inclusion (Acena): See submitted report.
- h. Bargaining Leadership Team (Barker): See submitted report.
- i. eZone Rebuild (Wolford Davis): See submitted report.
- j. Policy (Barker): See submitted report.

IX. Other Reports

- a. OHSU EBC (Olson): Report to be submitted at next meeting
- b. OHSU Policy (Barker): See submitted report.
- c. OHSU Safety (Chapman): See submitted report.
 - i. Asks to send grievance to arbitration. Haley explains that paperwork will need to be submitted. One-time, non-precedent setting allowance for an email vote as the matter cannot wait until the next E-Board meeting.
- d. NOLC: See submitted report.
- e. SWCLC: See submitted report.

X. Old Business: None.

XI. New Business/Announcements

- a. Topic: Formal support for strikes and pickets
 - i. Michael would like to establish a support team for strikes. Discussion that information is not sent with enough time to plan for these and that transportation is a problem for some folks. Discussion to continue in how to create and support this.
- b. Topic: Lost time for President during bargaining
 - i. At the moment Michael is spending 20 hours a week in clinic, and

20 hours a week in AFSCME role. Kate has asked that all time is moved to Union time beginning in November to prepare for bargaining. Would the E-board be willing to pay for lost time through bargaining? Jen motions to approve, Sarah seconds, **motion passes unanimously.**

- c. Topic: Board Appointment Requests
 - i. Dana Hendricks requesting to be appointed as At-Large member
 - i. Sean Sellers requesting to be appointed as Trustee
 - ii. Discussion. Board approves appointments unanimously**
 - iv. Dana Hendricks and Sean Sellers take oath and assume roles.

XII. The next meeting will be held via Zoom at 5:00 p.m. on Wednesday, November 17th, 2021.

XIII. Seeing no additional business before the body, Michael Stewart adjourned the meeting at 9:10 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 for review by the general membership.)