



EXECUTIVE BOARD MEETING MINUTES

July 19th, 2023

	Position	Name		Position	Name
	• President	Michael Stewart		• Building, 13	Mark Chapman
	• Vice President	Sarah Curtis		At-Large, 14	VACANT
	• Treasurer	Claire Irvan		• At-Large, 15	Karri Garaventa
	• Secretary	Jennie Olson		• At-Large, 16	Katy Holmes
E	Chief Steward	Haley Wolford Davis		• At-Large, 17	Kerry Moore
	• Community Liaison	Arrison Warner	E	DEI, 18	TJ Acena
	• Membership, 2	Casey Parr		At-Large, 19	VACANT
	At-Large, 3	VACANT		At-Large, 20	VACANT
	• 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	VACANT
	Internal Communications, 7	VACANT		Trustee, 3	VACANT
	• At-Large, 8	Jesse Miller		• Staff	Sima Anekonda
E	At-Large, 9	CG Brothers		• Staff	Kate Baker
	At-Large, 10	Cynthia Peckover		• Staff	Ross Grami
	• IT	Evan Bowman		• Staff	Vee Lewis
	At-Large, 12	VACANT		• Staff	G Wade

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

Observers Present: None

- I. The meeting was called to order at 5:01 p.m. by Michael Stewart.
- II. Roll was taken by Jennie Olson.
- III. Guests: Nick Marrapode
- IV. New Business/Announcements
 - a. Topic: Swearing in of Missy Beavers – Michael Stewart
 - b. Topic: Teamster Strike Canvassing – Nick Marrapode, Steward Local 162
 - i. Teamsters at UPS are 13 days from contract expiration, cusp of nationwide strike if company does not meet demands, Asking for support and solidarity via practical actions:
 1. Swan Island Pub 6707 N Mason Ave get together
 2. Canvassing Saturday and Sunday – Big impact for drivers
 3. Banner drop on interstate overpass next Friday
 4. Oregon Strike Ready Coalition
 - ii. Information will be posted on our blog.
 - c. Topic: Barbur Office Status – Claire Irvan
 - i. The previous tenant of our office space moved out in April. Property owner was going to lease, but fell through.
 - ii. Long term we would like to explore renovating the space to combine our office side with the commercial rental space. We must retain our space as we have records that must be stored in a locked area. Staff also uses this office space.

- iii. We have use of the SEIU building for conference rooms as Council 75 has sold their office space on Burnside.
 - iv. Jennie moves to lease out the commercial section of the building, Jen seconds. **Motion passes unanimously.**
 - d. Topic: Occurrence Discussion from Bargaining – Claire Irvan
 - i. Contract negotiations resulted in meetings with OHSU within 6 months of ratification to discuss occurrences due to the use of accrued sick leave.
 - ii. We have met twice and it has been positive. We should be addressing abuse and misuse. Michael, Haley and Regina has been working on rewriting policy.
 - iii. Next meeting is July 28th.
 - e. Topic: OR Staffing Law – Ross Grami
 - i. OR staffing law has recently passed, and we will want to bargain on implementation.
 - ii. Nursing timeline is first and staffing committee must be in place by Dec 2024, penalties begin July 2025. We are trying to coordinate early with nurse staff reps.
 - iii. This will be a fairly significant workload for staff and some member leaders starting in late fall. This is implementation bargaining will utilize members from affected units.
 - iv. Graphics and Q&A session will be coming soon.
 - f. Topic: In-person Board Meetings – Ross Grami
 - i. Missing a lot when we don't have personal interactions. Need to consider whether or not we have in person board meetings.
 - ii. Jennie reiterates the need to have a hybrid option to allow members who are out of town or have family obligations to be able to meet remotely. OHSU offers IT support and facilities that can accommodate this.
 - iii. Local can research equipment to help facilitate this and the new Council building will offer these amenities as well.
 - iv. Once new board is elected, we will investigate options for in person meetings at a time that is reasonable for all.
 - g. Topic: LERC Summer School Training Opportunity for TJ – Vee Lewis
 - i. TJ has been invited to teach at the LERC Summer School
 - ii. Runs August 4th through 6th - \$525 for dorm room
 - iii. Jennie moves to approve up to 1K from the education fund and use of the local's credit card to fund costs for TJ to attend and present at the LERC Summer School, Jesse seconds. **Motion passes unanimously. MM#070123**
 - h. Topic: GRU Picket – Sarah Curtis
 - i. GRU has asked for our support at their picket on Monday, July 31st. Meeting outside CHH 2 at noon.
 - i. Topic: HUB Voting, need to implement – Jennie Olson
 - i. Elections committee is meeting next week and will arrange for a blog post.
 - ii. Would like to treat this as a deadline for wrapping up use on the eZone and officially moving over to the HUB.
 - iii. Jen moves to have a practice election on the HUB from Aug 16th – 18th in order to address any possible technical issues and get members registered, Jennie seconds. 2 abstentions, one nay, 12 ayes. **Motion passes.**
 - j. Topic: Council 75 Updates – Jen Laverdure – report submitted
- V. Old Business
 - a. Topic: Brothers Arbitration Decision – Kate Baker

- i. Concern was expressed that there was no evidence provided at the arbitration and no manager support.
- ii. There has been discussion about creating a grievance council. How can we set members up for success in the future?
- iii. The current process is that staff needs to meet as a group to discuss the merits of arbitration requests. In this instance, that did not occur as the board had waived review earlier in the year, and bargaining was occurring.
- iv. Arbitration requests will now go either to the EC or board for approval, dependent on date of meetings.

VI. Project Charters

- a. Topic: Local 328 Board Reset. It was moved by Jennie Olson and seconded by Jesse Miller to spend \$13,050 from project-charter funds for local 328 board reset. 1 abstention; 3 nays; 11 ayes. **Motion passed. (mm#070223)**
- b. We will contract in September 2023 to align with our new board elections.

VII. Officer Reports

- a. President's Report: See submitted report.
 - i. Attended Teamster's rally, spoke.
 - ii. Did Blitz for 2 days
- b. Vice President's Report:
 - i. EEOC process
 - ii. Hardship fund guideline updates
 - iii. Blitz
 - iv. RT situation – issues around scheduling and cutting back on RTs
 - v. March Wellness MOU – physical therapists are being paid in a weird structure depending on what they are doing. No show they don't get paid – negotiated in 2008.
 - vi. C3 implementation – PAS have been working on this, shut out of process. Telling employees jobs are changing.
 - vii. LMC for scheduling, allowing people to have 4 tens.
- 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: APRIL-23 Statement of Financial Position and APRIL-23 Statement of Activities. 14 aye, 1 abstention. **Motion passed.**
- d. Secretary's Report: It was moved by Jennie and seconded by Cassie to approve the following minutes: JUN-23 E-Board. **Motion passed unanimously.**
- e. Chief Steward's Report: See submitted report.

VIII. Staff Reports

- a. Anekonda:
 - i. Working on grievances – harassment and discrimination grievances, issues in pharmacy,
- b. Baker:
 - i. Working on Advanced Certification task force; RT staffing grievance; classification hiring for a position that does not yet exist. Layoff of MA; Blitz; Policy committee; Future Ready Oregon grant submission.
- c. Grami:
 - i. The membership blitz resulted in 231 sign ups!; 2 staff positions posted for organizers – one is an organizer 2 overseeing NEO and unit stewards; Running

constant blitz weeks. Reset on Team about how we staff. Jeff will continue with 328 work though October and hopefully longer.

ii. What entity decides what kind of work staff will do? – The Council decides.

- d. Lewis: Closing out grievances; Employees not getting breaks;
- e. Wade:

IX. Committee Reports

- a. Membership Update (Parr): See submitted report.
- b. Community Liaison (Warner): See submitted report.
- c. Political Action (Laverdure): Session over, info from Joe about bills that passed that will affect us. Cancelled July, Aug, Sept meetings as will not be the PAC chair.
- d. Internal Communications (VACANT): No report.
- e. Building (Chapman): See submitted report.
- f. Diversity/Equity/Inclusion (Acena): See submitted report.
- g. IT (Bowman): met with member services, working with Jeff on cases entered in the HUB, resolved some issues with grievance cases; having to give people administrator access to assign cases, got that fixed; Email sent in dark mode; a link to the HUB will come up when a date is set to decommission the eZone.
- h. Policy (Stewart): First meeting was held, next meeting later this month.

X. Other Reports

- a. OHSU EAC (Irvan): See submitted report. AFSCME Local 328 had great language in our contract! Making a big difference for ~20K members!
- b. OHSU Covington (Irvan): See submitted report.
- c. OHSU EBC (Barker): See submitted report.
- d. OHSU Policy (Barker): See submitted report.
- e. OHSU Safety (Chapman): See submitted report.
- f. NOLC: See submitted report.
- g. SWCLC: See submitted report.

XI. The next meeting will be held via Zoom at 5:00 p.m. on Wednesday, August 16th, 2023.

XII. Seeing no additional business before the body, Michael Stewart adjourned the meeting at 8:40 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.)