

Meeting Notes for Executive Board Meeting
Tuesday 6/21/22 8:00-9:45PM

Attendees:

1. Anna Pena
2. Erin Mercer
3. CJ Alicandro
4. Cameron Johnson
5. Cam Tu Tran

Agenda:

1. Officer training from Anna
2. Motions for Consideration
 - a. Create Delegate Positions
 - b. Paid time for Officers
3. Topics for Discussion
4. Emails for Officers / How members can reach Officers
5. Increase Member Participation / Outreach, Organizing efforts
6. Separating Work vs Union work. Role clarity
7. Convention Planning (*Addressed? Any further follow up needed?*)
8. COVID Rapid Tests: <https://special.usps.com/testkits>
9. Communication to members
10. Steward discussion - how many stewards do we have?

Notes:

Officer Training

- AFSCME code of Conduct - slide should be showed at all local meetings
- Objectives - knows structure of AFSCME, alignment with objectives, local constitution
 - Local 1790 has a constitution!

AFSCME LOCAL 1790 CONSTITUTION

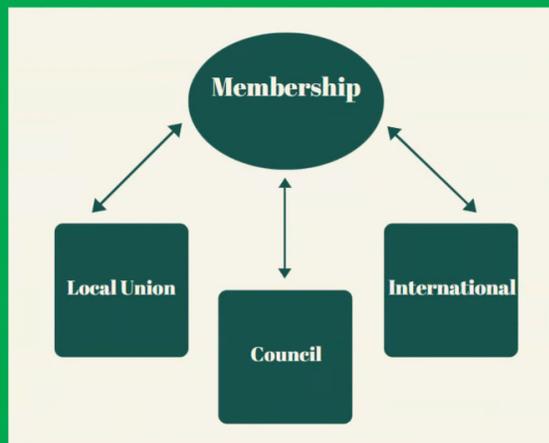


- The primary objective of Local 1790 shall be to **promote the organization of workers and provide a voice in the determination of the terms and conditions of employment**; with a unilateral purpose being to have a positive impact on workers and the communities which the membership work and live.
- Local 1790 shall carry out, on a local basis, the **objectives of the American Federation of State, County and Municipal Employees, and Council 75**.
- To support, encourage and strive for **continued harmony and cooperation between Local 1790 and other labor organizations**, as well as other segments of our society toward a principle, and an end, that the **material riches of American society be more justly distributed**, and the moral promise of American life be realized and preserved.
- This local union shall strive to encourage, **promote and seek reasonable and attainable goals**, for which the local shall take financial responsibility in supporting, and for which there will be a **positive community impact**.
- The **promotion of channels of communication** for membership awareness and enhancement of a feedback mechanism for membership shall at all times be an objective of Local 1790, to **support each other in hardship, labor disputes and strikes**.

Council Structure Overview

What is a Local?

Oregon AFSCME Council 75 is made up of nearly 200 local and sub local unions organized by employers. Every AFSCME member belongs to a local that they primarily interact with for most union related things.



- AFSCME is governed by the international constitution
- Locals are organized by employer

AFSCME LOCAL 1790

- **Basic Rights Oregon, 1790**
 - **Janus Youth, 1790-1**
- **Volunteers of America, 1790-2**
 - **Outside In, 1790-3**
 - **Cascadia Health, 1790-4**
 - **Fora Health, 1790-5**
 - **CLCM 1790-6**
- **Mid Columbia Center for Living, 1790-7**
 - **Lines for Life**
 - **Lifeworks Hawthorn**

- Lines for Life and Lifeworks Hawthorn are still bargaining
- Do Good Multnomah is organizing
- Similar orgs (like CCC) are part of different Locals. Any ideas about combining locals?
According to Anna, it has been considered, but not pursued.
 - United We Heal is intended to bridge the gap between Locals.

VISION

Economic and social justice for all Oregon workers and their families.

MISSION

Empower and unite workers to create change in their workplaces and communities.

Oregon AFSCME empowers workers across Oregon by:

- Supporting workers to organize and affect change in their workplace and community.
- Actively becoming an anti-racist organization that is inclusive of all workers.
- Negotiating and enforcing strong contracts with fair wages, benefits, representation, and safety in the workplace.
- Engaging and training new leaders and providing resources and support to advocate for workers and their families.
- Creating political power to support workers from their local town hall to the state legislature.

- There is a difference between representation and organizing, and there is a lot of political power in organizing.

Structure:

- Membership
- Stewardship [leadership]
- Officers

((We still have two Trustee positions open))

Union Structure and Membership by the Numbers

*as of Monday June 20th, 2022

Local	Basic Rights Oregon	Janus Youth	Vol. of America	Outside In	Cascadia Health	Fora Health	MCCFL	CLCM	
<i>Bargaining Unit Size</i>	6	81	66	126	580	74	84	11	
<i>Members</i>	6	67	44	116	388	55	50	9	
<i>Non-Members</i>	0	14	22	10	192	19	34	2	
<i>Stewards</i>									

- Everyone that has union members in the local
 - Members: have signed a card
 - Non-Members: have not signed a card
 - Majority of non-members just don't know they need to sign a card. Some are non-union, but most just fell between the cracks.
 - Data from Fora, VOA, and Outside In is wonky because of inconsistent member lists from the employer
 - Anna will gather info about those who have gone through steward training

Other Areas of Engagement

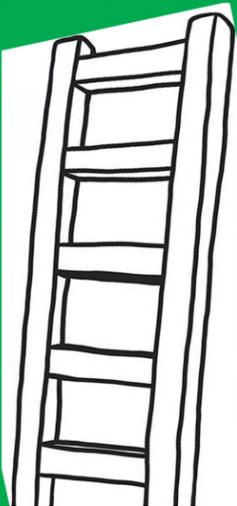
Officers and Stewards are not the only options for members to become involved.

Member Engagement = Union Power = Better Contracts

- Worksite Organizers
- Bargaining Team
- Labor Management Committee
- Communications Lead
- What else?

- Communications Lead are great to have during bargaining, but also all the time
- Cheerleaders are also great about positive communication on the ground

Ladder of Engagement



- **Leadership Role:** Takes on a leadership role in our union
- **Educating:** Working to build our union power
- **Advocating:** Helps get communication to and from our union leaders
- **Organizing:** Taking on a small role in our union or expressing interest in getting involved
- **Observing:** Joining our union

Article IV

- How to become a member
- Payment and amount
- Making changes



- 1.27% is the standard amount
 - Changes in dues usually only happen with more mature contracts, higher wages, and only with a 2/3rds majority
 - Cap is ~\$33

Article V: Meetings

How Often?

What is Quorum?

What about special meetings?

- March is when elections are supposed to take place
- Quorum: the amount of members you have to have in a meeting in order to vote on something
 - There are some international requirements we need to meet
- A general membership meeting will take place quarterly

ARTICLE VI

Nominations

- 15-day notice to the membership
- Must be made at a regular meeting
- 2- year terms in even-numbered years
- Must be in good standing
- May only run for 1 office



Elections

- Subject to the provisions of Appendix D, entitled Election Code of AFSCME International Union Constitution
- Must be done by secret ballot
- All members must be afforded a reasonable opportunity to vote
- No retirees can be a candidate for office

- We can change where meetings happen, but not the way in which they happen. We can also change the term limit.

ARTICLE VI: DUTIES OF OFFICERS AND EXECUTIVE BOARD

PRESIDENT - Erin

- Preside at all meetings
- Member of all committees *
- Countersign checks
- Appoint standing and special committees
- Report to the membership official acts and the standing of the local
- Appoint a committee/team to keep website updated

VICE PRESIDENT - C.J.

- Assist the President
- Act in the official capacity of President in his/her absence
- May serve as a cosigner

- Locals typically don't have standing committees, generally only have those for special occasions or events
- Every other week is a President briefing call

ARTICLE VI: DUTIES OF OFFICERS AND EXECUTIVE BOARD

SECRETARY/TREASURER - *Cameron*

- Keeps record of all proceedings, meetings
- Carry on the official correspondence
- Perform duties the executive board may require
- Receive and receipt all monies
- Deposit monies
- Prep and sign checks
- Submit monthly reports to the membership
- Custodian of local property
- Give a surety bond/ set by the Executive board
- Submit Financial reports in accordance with IU

"NewsUpdate"

- E-board will meet a week before the general membership meeting
 - Set the agenda, send out to members, keep notes
 - In charge of financial reports
 - Cameron will do a financial standards training
 - Dave Cutler is financial director

ARTICLE VI: DUTIES OF OFFICERS AND EXECUTIVE BOARD

TRUSTEE - *Tu*

- Open Bank Statements
 - Make a working copy of all statements- Excel
 - Make/have made annual Audits of the local finances
 - Report Audit results to the membership
- The trustees shall make or cause to be made at least semi-annually an audit of the finances of the local, including the finances concerning any health and welfare, pension, insurance or other benefit programs covering members of such local, and shall report to the membership on the results of such audit.*

- Trustees should go through financial standards training
- The Trustee holds the Local financially accountable

ARTICLE X

Amendments

“Proposed amendments to this constitution must be made at a regular or special meeting of the local union and read and voted on at a subsequent meeting of the local union, adequate and proper notice having been given to the membership prior to the date on which the vote is taken. A written copy of the proposed amendment shall be furnished to every eligible voter at the meeting at which the vote is taken.”

- ElectionBuddy can be used for some things, but not everything

Recommendation from Anna: motions for consideration should be saved until the end of the meeting

Who is the other Local 1790 Council Rep? Mike Morrison, previously from SEIU

Motions for Consideration

1. Create Delegate Positions
 - a. Shall Local 1790 elect delegates from each represented organization?
 - i. What would involvement look like?
 - ii. If Yea, election process?
2. Paid time for Officers
 - a. Shall Local 1790 Officers receive pay for time dedicated to union activities when not covered by home organization?
 - i. What is reasonable compensation
 - ii. How to track time worked
 - iii. Examples:
 1. This meeting
 2. Working on financials (sec, trustee)

- iv. Some reimbursement does happen. Typically Locals do pay for all travel. Food is usually paid for as well. Some Locals do pay stipends, voted on by general membership, taken out of dues. Not sure on % needed to

How much money do we have? \$71,513

- Biggest expense: arbitration - losing costs are steep
- Travel expenses can be reimbursed out of the general fund
- Expenses for second or more people can be taken out of the general balance
- Travel form for general reimbursement

Topics for Discussion

1. Emails for Officers/How members can reach Officers
 - a. Officer emails? AFSCME emails? Anna confirms we can have @oregonafscme emails
 - i. CJ suggests role-based emails, Local1790President, Local1790VP, etc.
 - ii. AFSCME email integrates really well with Google
 - iii. We can also use a Google Drive
 - iv. Calendar invites can come from one of the Officer AFSCME emails
 - v. Records retention training will be provided
 - vi. Action Network will likely be used
 - vii. Social media presence? Policies?
 - b. Related: cloud-based drive for file storage and organization (Google Drive?)
2. Increase Member Participation/Outreach, Organizing efforts
 - a. Validating memberships
 - b. Issues with maintaining "active" status
 - c. Not wanting to inundate membership services with phone calls... any way to look into this without overwhelming members and membership services?
 - d. This requires a constitution change, because the constitution only recognizes Basic Rights Oregon
 - e. Town Hall?
 - f. General membership meetings are very three months
 - i. First meeting - August?
 - ii. AFSCME does have a Labor Day picnic
3. Separating Work vs Union work. Role clarity
 - a. How to interact with employer as a worker vs officer (changing hats)
 - b. How to interact with leadership
 - i. How to address differential treatment
 - c. What to do when a member approaches with issues while working for home org?
4. Convention Planning (*Addressed? Any further follow up needed?*)
5. COVID Rapid Tests: <https://special.usps.com/testkits>
 - a. USPS is sending out another round of tests
6. Communication to members
 - a. Member email lists can be pulled from AFSCME

- b. Regular physical newsletter - cost? Anna will look into it. Maybe through mail, every month or every other month? Cost is unclear at this point
 - i. Newsletter committee? Run quarterly?
 - ii. Chapter representatives could be responsible for writing or reporting from their home orgs
 - iii. Kaiser provides free weekly tests through their pharmacies to members
- c. Council offers text banking

Questions

- Stewards? How many at each organization?
- How many meetings requiring stewards?
 - Maybe devote the next E-Board meeting to some steward mapping
 - Anna will look into getting a list of stewards
 - We can use the AFSCME hall if we book in advance
 - Regular E-Board meeting:
 - Fourth Tuesday of each month, 8:00-9:00PM
 - Next meeting is July 26th, time TBD

Voting on reimbursement for convention flight, hotel, stipends costs for Local 1790

Convention Delegates

- CJ motions
- Cameron seconds
- Tu votes yay
- The motion carries, the motion passes