



Local 1790 Meeting Minutes

Oregon AFSCME Council 75

Minutes at the meeting of Thursday Sep 1, 2022

In Attendance:

	Name	Position
1.	Erin Mercer	President
2.	CJ Alicandro	Vice-President
3.	Cameron Johnson	Secretary-Treasurer
4.	Cam Tu Tran	Trustee
5.	Anna Peña	Council 75 Representative

President Erin Mercer called the meeting of Local 1790 to order at 8:20 PM

1. Roll call of officers was taken by President Erin Mercer. All officers were present.
2. Reviewed AFSCME Code of Conduct

AFSCME is committed to providing an environment free from discrimination and harassment, regardless of an individual’s race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristic prohibited by law. As such, AFSCME will not tolerate discriminatory, harassing, or otherwise unacceptable behavior at any of its activities, events, or meetings, including virtual meetings. AFSCME expects everyone who participates in any of its activities, events, or meetings to abide by this standard of conduct. There will be no retaliation or other adverse action taken against an individual who makes a complaint.

Complaints should be sent to the attention of Kathy Formella, AFSCME Director of Human Resources at KFormella@AFSCME.org.

3. The minutes of the previous meeting were distributed, read, amended as necessary and approved.
 - a. Briefly discussed who should attend the Financial Standards Training on 10/1/22. Ideally all E Board members will attend, but is only required for Secretary Treasurer.

- b. Resources for Robert's Rules of Order:
 - i. [How to Take Part in Local Meetings \(AFSCME publication\)](#)
 - ii. [How to Chair a Meeting \(AFSCME publication\)](#)
 - iii. [Robert's Rules of Order: Chart of Motions & Procedures \(AFSCME publication\)](#)

4. Reports of the Officers

- a. Report from Vice-President (CJ)
 - i. Local 328 (OHSU) has authorized a strike. No solidarity calls yet.
 - ii. President Calls should be restarting soon

5. Committee Reports

- a. Membership Committee
 - i. Reminder - everyone sign the confidentiality agreement!
 - 1. bit.ly/afscme-ca
 - ii. CJ is working on a member list for Cascadia, Anna will send a similar list to Cameron for Fora
 - 1. Note: while working on these spreadsheets, if a member is no longer employed, add "NLE" to the notes field
 - iii. Are we able to have live database (SalesForce) access? No, licenses are costly, data will not be live but will be pulled as needed
 - 1. How is the database updated? The Council relies on updates from management, which is not always very reliable. Internal promotions to management are often not communicated and thus not reflected in the database.
 - iv. CJ would like to begin outreach directly to the sub-locals under Mike

6. Unfinished Business

- a. Grievances at Cascadia: How are grievances supposed to work? Only stewards can handle grievances, currently Anna is handling all of them at Cascadia. With some training and time the stewards should be able to take them on
- b. Email and Website for 1790 - status update?
 - i. The domain request has been sent to the IU (International Union). August is an infamously bad time to make requests, as many people are on

leave, but everything has been submitted and the work is moving along, it is only a matter of time.

- c. Outreach to Mike, the other 1790 Council Rep
 - i. CCC is in the process of strike voting, so Mike is very busy. More will be known by the end of the week. Membership has increased by 50% since the action started; members are strong and management is scared. (Any solidarity actions to take?)
- d. Local 1790 Newsletter
 - i. Erin and Anna to connect on moving forward with a newsletter

7. New Business

- a. Discussion Item #1: Special Bargaining Issues - important to talk about issues that other organizations are facing, it can be helpful to see patterns and trends
 - i. Cascadia: due to unclear language in the contract, those who work in locked facilities are being given an increase as a *differential* rather than part of the base rate. This means that the increase is only applicable if the member is physically at the locked facility, and it does not apply to PTO, overtime, or training time. Was this management's intent? It is unclear, but it was not what the members thought they were agreeing to. AFSCME legal council is being consulted.
 - 1. Comment from Cameron: a similar incident happened at Fora. An increase was presented for Family Therapists, but when looking at the numbers, it was revealed that the increase was not in the base rate, but management had combined the base rate with the differential and presented it as an "increase." This is essentially subsidizing the base rate with the differential.
 - 2. This is most likely a common tactic by management, and something to watch out for in contract negotiations
 - ii. Cascadia: issue with Paycom (timecard software) was not communicated directly to employees by management, but instead communicated to the union (Anna) and the union had to talk to members. A separate meeting is needed to work through these issues, Tu, Erin, and CJ will follow up separately over email.
- b. Open E Board Seats
 - i. 2 open Trustee positions - how to fill? Should we do a second election? We don't want over-representation by the larger sub-locals like Cascadia. How to get participation from the other sub-locals?



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1. It would help to develop Chapter representatives
 2. If we do decide to have a second election, we need to provide at least 30-day notice for mail ballots
 3. Can also be discussed at the next General Membership Meeting or Town Hall
- c. New Employee Orientation (NEO) for Cascadia
- i. CJ has been able to shadow NEO with Anna, and then talk to the new members. Had a very good experience.
 - ii. Erin and CJ will continue to take turns doing NEO
- d. Steward Training - Wednesday 10/26/22 6:00PM
- i. Introductory Steward Training in October, this can be added to the newsletter
 - ii. Once we can Union Leaders established, we can send newsletters to the leaders and have them print/post on bulletin boards
 - iii. Perhaps an audit should be done at sub-locals to make sure that bulletin boards exist and information is being posted
- e. Town Hall / General Membership Meeting / Get together
- i. Discussed pros and cons of holding a Town Hall, General Membership Meeting, or a more informal get together
 1. Town Hall: open to the public, cannot hold election
 2. General Membership Meeting: open *only* to members, can hold election
 - ii. Possible Topics:
 1. 1790 Pin Design - E Board can vote on final design
 - iii. Will continue meeting discussion over email

8. It was moved, seconded and carried that the meeting be adjourned.

The meeting was adjourned at 9:20PM; minutes were submitted by Cameron Johnson, Recording Secretary.