



# Local 1790 Meeting Minutes

Oregon AFSCME Council 75

Minutes at the meeting of Thursday Oct 13, 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
6.	Rebecca Ryan Roberts	Lines for Life Bargaining Team Member
7.	Marissa Gordinier	Lines for Life Bargaining Team Member

President Erin Mercer called the meeting of Local 1790 to order at 8:05 PM

1. Roll call of officers was taken by President Erin Mercer. All officers were present (Vice-President CJ Alicandro joined at 8:15 PM).
2. 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](mailto:KFormella@AFSCME.org).



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3. The minutes of the previous meeting were distributed, read, amended as necessary and approved.

4. Reports of the Officers:

a. President's Report (Erin Mercer)

i. Attended President's Briefing

1. Updates: OHSU contract ratification, Philadelphia Museum of Art strike, CCC contract ratification
2. [October Presidents and Board Briefing \(email\)](#)
3. [Philadelphia Museum of Art Union website](#)
4. [Oregon AFSCME Local 88 Files Unfair Labor Practice and Elections Complaint Against Multnomah County Commission Chair Candidate Sharon Meieran](#)

b. Vice-President's Report (CJ Alicandro)

i. Stewards: no updates

ii. CJ will be using Lost Time in order to do Membership work full-time very soon, as soon as it is approved by Cascadia.

iii. Jobs with Justice Dinner

1. Celebrated local union wins like New Seasons
2. Folks from Amazon labor unions
3. Important for Officers to attend functions like this if possible

c. Secretary-Treasurer's Report (Cameron Johnson)

i. Financial Summary: \$71,513.11 (not real-time accurate, a few days old)

ii. Gave summary on Financial Standards training held on Saturday 10/1/22

1. Folder in Drive: [Secretary-Treasurer Educational Workshop](#)

iii. Training is highly encouraged for all Officers, required for Secretary-Treasurer and Trustee roles

5. Unfinished Business:

A. 1790 Website updates

a. Application has been submitted, there is no action to take at this time. Need to wait for IU approval. Anna reports it should be soon, based on timeline given.

B. 1790 Officer Email updates

a. Does not need IU approval. We need to set up a GSuite account and manage ourselves, will be paid for from Local funds.



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- b. We did not have enough members during this discussion for a quorum, vote on this expense will happen over email
- C. All Member Meeting
  - a. Discussed where and when to hold meeting. Agreed that virtual is best. Scheduled for weekday evening, can be hard to get folks to attend union meetings over the weekend, and also easier to schedule for Officer attendance.
    - i. Scheduled for: Thursday 11/10/22 at 6:00 PM
- D. Trustee Positions Open
  - a. We have three (3) Trustee positions open. How to fill?
  - b. Good topic to bring up at the All Member meeting. Want more sub-local diversity, as of now Local Leadership is made up of:
    - i. Cascadia: 3
    - ii. Fora: 1
    - iii. All other sub-locals: 0
- E. Misc. update: Cascadia is at 81% total membership, with over 600 folks in the bargaining unit

### 6. New Business:

- A. Motion #1:
  - a. Cameron submitted a motion to purchase laptops (Chromebooks) for Officers to conduct union business. Motion was seconded and approved. Email will be sent by Cameron to begin research on the devices and to agree on the total cost.
- B. Lines for Life Presentation
  - a. Lines for Life has been bargaining since June (first contract.) Management did not agree on paid time, so members are seeking lost wages.
  - b. Lines for Life typically holds two (2) bargaining sessions per month for four (4) hours. Six (6) bargaining team members are typically present at each session.
  - c. Lines for Life member estimates taken from median hourly rates:



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	A	B	C	D
1	<b>BT Member</b>	<b>Hourly Rate</b>		
2		\$26.06		
3		\$25.50		
4		\$26.06		
5		\$22.93		
6		\$28.50		
7				
8				
9		\$22.65		
10	<b>Factors</b>			
11	Bargaining Sessions	2 per month		
12	Duration	4 hours		
13	BT members per session	6		
14	Team rotates every session			
15	Total Team Members	8		
16	<b>Cost estimate</b>	<b>Session Cost</b>	<b>Monthly Cost</b>	<b>8 Month Cost</b>
17	Estimate using median hourly rate	\$516.00	\$1,032.00	8,259.00
18	21.5			
19				

<b>Per session</b>	\$516
<b>Per month</b>	\$1,032

- d. Officer discussion (had after Lines for Life members left meeting):
- i. Are Lines for Life members using PTO?
    1. Answer from Anna: yes and no. Lines for Life has a particularly bad PTO policy, where members may be (and are) disciplined for “unapproved” time off. In addition, Lines for Life has many remote workers all over the country, and those in states with less labor protection are more negatively affected by the policy.
  - ii. How will reimbursements work?
    1. Typically members will fill out timecards and submit to Council Rep (Anna) and Local Secretary-Treasurer (Cameron). Also possible the Council may be able to provide a more direct reimbursement, this has happened in the past.
  - iii. Should this be taken to the All Member meeting?
    1. Probably! Only private employees do not have guaranteed paid time during bargaining. Anna suggests that all sub-locals push for bargaining paid time much more aggressively during contract re-negotiations.



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- iv. Discussed putting a cap on the total amount granted
  - 1. Bargaining has been since June, so will the funds be granted retroactively?
    - a. If retroactive, total is \$4,128 (\$1032 x 4 months), plus future reimbursement
      - i. If bargaining lasts 8 months (members estimate that is the max, more likely 5 months) then total WITH retroactive pay is \$12,384. Total WITHOUT retroactive pay is \$8,256.
- v. Local budget needs to be decided and approved BEFORE any funds are dispersed. All Officers WANT to provide lost wages, but we must have our budget established first.
  - 1. Budget planning meeting scheduled for Thursday 11/3/22 8:00 PM

### C. Outside In

- a. Has a financial ask, but was unable to join. Tabled.

### D. Newsletter Updates

- a. We want to get a newsletter sent out. Discussed what it should look like - Anna found an example newsletter that Erin wrote, and this will serve as a perfect first newsletter
- b. Newsletters will be distributed via Action Network (any Officer can receive training on this platform, Cameron already has)
- c. Plan: we will use the newsletter that Erin wrote as a foundation for the first edition. All Officers will contribute to the content collaboratively, with a hard dead-line of 10/25 so the newsletter can be sent by 10/27.

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

The meeting was adjourned at 9:30 PM; minutes were submitted by Cameron Johnson, Recording Secretary.