



Local 1790 General Membership Meeting Minutes

Oregon AFSCME Council 75

Minutes at the meeting of Thursday Nov 10, 2022

In Attendance:

	Name	Position
1.	Erin Mercer	President
2.	CJ Alicandro	Vice President
3.	Cameron Johnson	Secretary / Treasurer
4.	Tu Tran	Trustee
5.	Anna Pena	Council 75 Representative
6.	Adina Beth Rubin	Home org: Cascadia
7.	Aleksey Maksimov	Home org: Cascadia
8.	Kelvina C.	Home org: Cascadia
✳	Note on attendance: 14 members registered, 3 attended	

President Erin Mercer called the meeting of Local 1790 to order at 6:07 PM

1. Roll call of officers was taken by Secretary-Treasurer Cameron Johnson. 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.



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

3. New Business: First General Member Meeting of Local 1790

- a. Officer introductions
- b. Reviewed purpose of membership meetings
- c. Reviewed Robert's Rules of Order
- d. Reviewed open E Board positions
- e. Reviewed stewardship roles
- f. Reviewed member benefits
- g. Discussed history of 1790, Cascadia, and Fora Health

4. Open Forum

- a. Issue: staffing at Cascadia. Issue brought by member Aleksey M, nurse at Cascadia. Nurses are being asked to travel between sites in response to the staffing crisis. Agency staff (temporary workers) are being phased out, but permanent staff are not being brought in fast enough to replace the gap. What will happen at the end of the year?
 - i. Cascadia has introduced a change in working conditions for nurses and residential staff, which is something that can be bargained over. Significant changes in working conditions should always be discussed with the union
 - ii. The union can submit a request for information to get more details about why the working conditions were changed - [point made by Anna]
 - iii. This has happened before at Arbor Place, workers were told to move to another site because their position was no longer available
 - iv. Staff who are not nurses need more training in medication administration, disaster scenarios, documentation, etc.
 - v. Reporting that lack of training is a huge problem for non-medical staff
 - vi. Cascadia needs to justify the cost of these agency staff, and they are no longer able to. They need to be phased out, but Cascadia has not been able to hire enough nurses
 - vii. Kelvina has moved to Pearl, which is much more supportive than Faulkner. Management is not around at Faulkner, but they are around and more supportive at Pearl. Lots of employee conflict and absent



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management at Faulkner. Took 8 months to get trained, way to long to train new employees

- viii. Staffing crises are hitting 1790 very hard, workers are tired and overworked
- ix. How can we address this issue as a Local?
 - 1. Reach out to members and get stories

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

The meeting was adjourned at 7:26 PM; minutes were submitted by Cameron Johnson, Recording Secretary.