

AFSCME Council 75  
Local 2505  
Executive Board Minutes

Date: May 9, 2024  
Place: <https://us06web.zoom.us/j/87110836268?pwd=HYr1YIFKP0RDuGZODPub37s9DHbDDu.1>  
Convened: 10:00am by Zoe Blumenshine  
Members: Zoe, Tristin, Karlee, Christy, Cindy, Ricky, Kevin  
Guest: Chris Stout, AFSCME Rep

**I. Approval of Last Meeting Minutes**

April – Motion to approve the minutes as submitted made by Karlee and seconded by Christy. Motion carried.

**II. Announcements**

- A. Fiscal Training May 11
  - a. Cindy and Zoe are going.
  - b. Check signers are encouraged to attend- Zoe will send info to them if they want to attend. There will be another opportunity in the fall.

**III. Reports**

- A. Treasurer's Report – \$191,910.67
- B. Chief Steward's Report –
  - DC worker with OT that shouldn't have been approved that has resulted in overpayments.
  - Call center going to arbitration.

**IV. Old Business**

- A. Weingarten Rights – joint training by DOJ/AFSCME attorneys – new dates pending.
  - a. Trying to get Fridays so DC stewards can attend.
  - b. Can we file a ULP since management has not held up their end of the agreement? Zoe will investigate.
    - i. Under ORS 243.672(3), a ULP complaint must be filed "not later than 180 days following the occurrence of an unfair labor practice." ORS 243.672(3) incorporates a discovery rule, which means that the 180-day limitation period begins to run when a public employee, union, or employer knows or reasonably should know that an unfair labor practice has occurred.
  - c. Reference them not attending the training whenever an issue arises.
- B. LMC – charter/by-laws/committee seats/LMC training – Language on membership, Member concern over eliminated positions.
  - a. Training will be on the next agenda.
- C. Strategy and engagement for 2024-25.
  - a. Before the next meeting brainstorm issue to take action on that is universal among the unit and will get members engaged.
  - b. Survey what are people's top issues that they want the union to organize around. Any issues? What are you concerned about?
    - i. Send sample questions to Zoe.
- D. 2024 payroll issues/grievances
  - a. Call center on-call issue is going to arbitration tomorrow.
- E. AFSCME Audit, April 27, paper file purge/digitization April 29.
  - a. Financial check-up
  - b. Things to do differently- see new business.
- F. Hybridizing membership meetings. For now, Kevin will bring laptop into cafeteria.
  - a. Committee to review option (Tristin, Ricky, Kevin)
    - i. <https://nuroum.com/product/all-in-one-webcam-C40>

- ii. [https://us.kandaovr.com/products/meeting-s?variant=40230433685547&currency=USD&utm\\_source=google&utm\\_medium=organic&utm\\_campaign=US-SHOPIFY-GMC&utm\\_content=Kandao%20Meeting%20S&gad\\_source=4&gclid=Cj0KCQjwIN6wBhCcARIsAKZvD5hQfLUz4SHIjxennstx2e8DBNpifHBfJ0RVeakHUmeIF2AB4a4NvLwaAkhBEALw\\_wcB](https://us.kandaovr.com/products/meeting-s?variant=40230433685547&currency=USD&utm_source=google&utm_medium=organic&utm_campaign=US-SHOPIFY-GMC&utm_content=Kandao%20Meeting%20S&gad_source=4&gclid=Cj0KCQjwIN6wBhCcARIsAKZvD5hQfLUz4SHIjxennstx2e8DBNpifHBfJ0RVeakHUmeIF2AB4a4NvLwaAkhBEALw_wcB)
- iii. <https://www.googleadservices.com/pagead/aclk?sa=L&ai=DChcSEwio0JC UjYGGAxUSMq0GHevfDdMYABAAGgJwdg&ase=2&gclid=EAlaQobChMIqNC QlI2BhgMVEjKtBh3r3w3TEAAYASAAEgla-fD BwE&ei= gg9ZrndMoHg0PEPnYeGwAl&ohost=www.google.com&cid=CA ASJuRoRbK-oXozS0fq37TcBKWFrp7KtLrDEG-JFNo8q6smHcyR4phn&sig=AOD64 1Wi392Mn87L2rf JrHp4O3SVCovg&q&sq i=2&nis=4&adurl&ved=2ahUKEwi51ImUjYGGAxUBMDQIHZ2DASgQ0Qx6BAg KEAM>
- iv. [https://www.lenovo.com/us/en/p/accessories-and-software/webcams-and-video/webcams-and-video\\_conference-cameras/78011435?orgRef=https%253A%252F%252Fwww.google.com%252F&cid=us:sem|sel|google|shopping\\_3polgs\\_notebooks||78011435|20927478951|164430743944|pla-1652010017019|shopping|mix&gad\\_source=4&gclid=Cj0KCQjwIN6wBhCcARIsAKZvD5gpyyrHxr6Kf6JSmTbhjiicePDldLemU51jNm9IG kNSHE2q4iztF8aAhUq EALw\\_wcB](https://www.lenovo.com/us/en/p/accessories-and-software/webcams-and-video/webcams-and-video_conference-cameras/78011435?orgRef=https%253A%252F%252Fwww.google.com%252F&cid=us:sem|sel|google|shopping_3polgs_notebooks||78011435|20927478951|164430743944|pla-1652010017019|shopping|mix&gad_source=4&gclid=Cj0KCQjwIN6wBhCcARIsAKZvD5gpyyrHxr6Kf6JSmTbhjiicePDldLemU51jNm9IG kNSHE2q4iztF8aAhUq EALw_wcB)

G. Steward training, Steward/Grievance committee

- a. Ongoing series of free online training info at <https://www.oregonafscme.org/afscme-oregon/calendar-events>

H. Shirts!

- a. Polling ends 5/17

I. 2505 Website (Tristin)

- a. Needs to look up options.

## V. New Business

A. Directives from Council Audit

- a. Document storage not on intranet (possible Google account) allows historical access based on roles.
- b. Anything paid without an invoice needs an expense report created.
- c. Everything must be in physical form according to international by-laws.
- d. Will need to get something so Cindy can scan and print financial records.
  - i. Cindy made a motion to purchase an all-in-one printer scanner for \$310. Ricky seconded the motion. Motion carried.

B. Investigations procedure concerns and confusion in HR

- a. HR telling folks which stewards that can use.
  - i. Changing steward of record
- b. Planning meetings with under 24 hours' notice
- c. No written investigation procedure exists.

C. ULP regarding latest investigation actions.

- a. No longer needed as they allowed the correct steward to attend.

D. Concerns out of Compliance units (PDX)

- a. Problematic management actions
- b. Many folks are complaining but afraid of retaliation.
- c. Currently doing a temperature check to see if action can be taken.

- d. Last bargaining session management did not want to act on things they had not received official complaints about.
- E. Warehouse lunches/member appreciation
  - a. Prioritize DC and folks in the building.
  - b. July after Independence Day. During normal lunch breaks for day and swing shifts.
- F. Phase II paper purge, week of June 10. Zoe will send out an email invite. Flexible timeline.
- G. Steward classifications?
  - a. Novice, Advanced
    - i. Concern it would be weaponized by management.
    - ii. Attach the steward/officer member with the meeting minutes every time.
- H. PORAC
  - a. Tabled

**VI. Good & Welfare**

- A. Topics for May 2024 LMC meeting
  - a. Investigation issues
  - b. Position descriptions are not allowed to have lead work written into them.
  - c. Long vacant positions and work coverage.
  - d. List of SMEs
  - e. Training

Adjourned at 11:50 am by Zoe Blumenshine.

Next scheduled E-Board meeting Thursday June 13, 2024 @ 10:00am.