



Local 1790 Meeting Minutes

Oregon AFSCME Council 75

Minutes at the meeting of Thursday Aug 4, 2022

In Attendance:

	Name	Position
1.	Erin Mercer	President
2.	CJ Alicandro	Vice-President
3.	Cameron Johnson	Secretary-Treasurer
4.	Anna Pena	Council 75 Representative

President Erin Mercer called the meeting of Local 1790 to order at 8:00PM

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.
4. Presentation from Anna - Officer Roles
 - a. Financial Standards Training
 - i. Anna has connected with Cameron regarding financial standards training

- ii. The next Financial Standards Training is Saturday 10/1/22, all day, both remote and in-person (Salem)
- iii. [Link to calendar info at AFSCMETreasurer.org](#)
- iv. All officers are suggested to attend this training, though only required for Secretary-Treasurer role
- b. Monthly President Calls
 - i. First Monday of the month at 5:30PM
 - ii. Good way to stay updated on Council business, and also good for general updates
 - iii. If Erin (President) is unable to attend the call, CJ (VP) or Cameron (S/T) can attend in place
 - iv. Monthly call is on summer break right now, expected to come back in September
- c. Council 75 Convention
 - i. As a new Local, 1790 has never submitted resolutions at a convention, next Spring will be our first opportunity to do so
 - ii. A Resolution Writing Workshop is coming up, lead by Stacy Chamberlain
- d. Council 75 also has an E-Board!
 - i. Question from CJ: is there a calendar of Council 75 meetings? Anna will look into it
- e. Election season is coming up! Election activities are managed by the PAC (Political Action Committee) board, they endorse and decide how AFSCME directs the PAC money
 - i. PAC work can be a great way of engaging members, Behavioral Health members seem to be more politically engaged than other AFSCME members in other industries
 - ii. Idea from Erin: we should ask members what they want AFSCME to do, and discuss potential and future resolutions in town hall-style meetings, this would be a useful tool for member engagement
- f. Discussion Item #1: How do we want to run our E Board meetings?
 - i. A best practice is to send out agendas beforehand - we are already doing this!
 - ii. Idea from CJ: Approve meeting minutes faster by agreeing to read minutes before the meeting
 - 1. Counter from Erin: this saves time, but reading minutes during the meeting can refresh everyone's memory, and can remind group members of discussion topics
 - 2. ** No decision was made during the meeting on how meeting minutes will be approved **



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- iii. During General Membership meetings Anna will send the E Board resolutions that need to be voted on beforehand; Mike Morrison, the other Council Rep, will do the same
 - 1. Idea from Erin: we should invite Mike to an E Board meeting, none of the current Officers have met them
- g. Discussion Item #2: How do we want to internally communicate with each other:
 - i. So far, the E Board is relying mostly on text and email
 - ii. Emails can be a better record, as texts are too easily deleted
 - iii. Internal Communication Standards for the 1790 E Board:
 - 1. Time-sensitive: Text
 - 2. Short, easy, “low-hanging fruit”: Text
 - 3. Not time-sensitive: Email
 - 4. More questions, complicated, requires more discussion: Email
 - iv. Note: all Board members experience times when they are unable to check their phones, and this is always taken into consideration when communicating time-sensitive matters

5. Unfinished Business:

- a. Stewards: how many stewards do we have in each organization?
 - i. Union Structure and Membership by the Numbers (as of Monday 6/20/22)
 - ii. Number of Stewards at this time is unknown, issues with Salesforce database

Local	BRO	JY	VOA	OI	CH	FH	MCCFL	CLCM
Bargaining Unit Size	6	81	66	126	580	74	84	11
Members	6	67	44	116	388	55	50	9
Non-Members	0	14	22	10	192	19	34	2
Member-ship	100%	83%	67%	92%	67%	74%	60%	82%
Stewards								

BRO = Basics Rights Oregon
 JY = Janus Youth

CH = Cascadia Health
 FH = Fora Health



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VOA = Volunteers of America
OI = Outside In

MCCFL = Mid-Columbia Center for Living
CLCM = Community Living Case Management

- iii. 14 people from Cascadia have gone through Steward training
- iv. Anna should have an updated report hopefully soon
- v. Will CJ take the lead on strategizing the recruitment of new stewards?
Yes
- vi. Stewardship at Cascadia
 - 1. Lots of interest in stewardship at Cascadia after bargaining
 - 2. (Cameron has seen the same interest at Fora correlated with bargaining)
 - 3. CJ and Erin will email Anna the names of Cascadia members that are interested in stewardship
 - 4. There is a Behavioral Health-focused stewardship training, Anna will communicate training times
- vii. Discussion: how to approve and/or vet potential stewards?
 - 1. Should there be a screening process, or some kind of questionnaire? Should new stewards “apply”? We don’t want to create a bottleneck, but we also want to ensure that stewards have the needs of the Local in mind, and not just personal interests. Folks also need to understand the workload and time commitment needed.
 - a. Note: both Cascadia and Fora have paid time for stewards build into their contracts
 - 2. Suggestion from Anna: perhaps a “Lead” Steward could be assigned, and that individual can act as both an additional filter and an onboarder
 - 3. A Board vote can be used to approve new stewards
 - a. A standing agenda item can be added to E Board meetings for steward applications
- b. New Employee Orientation
 - i. Fora union orientation is done by Cameron
 - ii. Cascadia union orientation is done by Anna
 - 1. Discussed a rotating schedule for Erin, CJ, and Anna so that all three can share orientation; every other Tuesday at 1:30PM, fully remote
 - iii. What kind of information do we want to give out to new members at NEO?
 - 1. Flyer of recent accomplishments

2. Contact information for Local Leadership
- iv. Anna will add some supplemental information to the Drive
- c. Member Engagement
 - i. Committees and Appointees
 1. New Committees:
 - a. Outreach - head by CJ
 - b. Communications - head by Cameron
 2. Members can be reached during town halls to recruit for various committees
 3. Deeper discussion tabled for time
 - ii. Establishing Union Leaders
 1. Outreach Committee will work on this (CJ)
 - iii. Pin Design Contest
 1. Contest so 1790 members can design a pin?
 2. Communications Committee can take the lead on organizing the contest and vetting the results, Board can vote
 - iv. Membership Campaign
 1. Most 1790 sub-Locals are below 80% membership
 - a. Ideal is 80-90%
 2. Anna can provide exact lists of members and non-members so outreach can be done

6. New Business:

- a. Website (Cameron will take the lead on website)
 - i. What URL do we want? Discussed pros and cons of URL naming conventions. Ideally would be able to own multiple URLs that re-direct to the same site
 1. AFSCMELocal1790.org | Local1790.org | 1790.org
 - ii. MOTION
 1. CJ motions for a total of three re-directs. Cameron seconds. Approved.
 - iii. Site Design
 1. List of sub-locals across the top
 2. Tabs include FAQ, meeting calendars, Join, About Us, History, etc.
 3. Each sub-local could be responsible for updating their own information
 - iv. What is the purpose of the site?



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1. To communicate with our members! To make it easy to sign a card, to make it easy to get involved, and to make it easy to find out what is going on.

b. Social Media

i. Reviewed social media code of conduct

1. All interactions and postings will be in accordance with AFSCME Code of Conduct.
2. Posts will be monitored by the Communications Committee and / or Local 1790 Executive Board for adherence. Members who violate the Code of Conduct will be provided a single warning. Any further violations will result in expulsion from this group.
3. Violations will be reviewed by the Communications Committee and / or Executive Board. Depending on the severity of the violation, the offense may result in expulsion and membership suspension for a time to be determined by the Communications Committee and / or Executive Board.

- ii. How useful and practical is it to use Facebook? Can be a very stressful way of communicating with members, and Facebook groups can create a lot of drama, especially tied to personal accounts.
 1. Union emails are going to be better for official union business.
- iii. A newsletter can be a more streamlined way of getting information to members

c. Grievances

i. Tabled for time

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

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