



## GENERAL MEMBERSHIP MEETING MINUTES

### MEETING DATE

Tuesday, December 12, 2023

### CALL TO ORDER / ESTABLISH QUORUM

Meeting called to order by Rob Martineau at 7:02 PM.

### REPORTS

1. COUNCIL 75 REPRESENTATIVE'S REPORT (Temp fill by [Rob Martineau](#))
  - a. Patricia Loving has resigned from Oregon AFSCME Council 75 and therefore will no longer be representing Local 189. An internal recruitment has been posted by Council 75 to fill the vacancy.
  
2. EXECUTIVE BOARD REPORTS
  - a. PRESIDENT'S REPORT ([Rob Martineau](#))
    - i. A grievance will be filed this week regarding the violation of Business System Analyst (BSA) seniority rights. The process of exceptions based on qualifications, an exception to the seniority process, is a violation of the labor agreement.
    - ii. Bargaining in process for an LOA regarding Water Treatment Operators to add an additional classification of Water Treatment Operator III. It seems a classification IV may be in order once the full filtration comes on-line.
    - iii. Bargaining HCM BSA's.
  - b. VICE PRESIDENT'S REPORT ([Jacob Brostoff](#))
    - i. Grievance filed regarding Article 39.2 which covers the City's requirement to work directly with about financial changes which may result in layoffs. The City sent a response to Rob about the grievance.
  - c. TREASURER'S REPORT ([Chris Richard](#))
    - i. Local 189 had their books reviewed by CPA's and we passed the review.
  - d. RECORDING SECRETARY'S REPORT ([Chris Pagnotta](#))
    - i. Request approval and adoption of the Tuesday, November 14, 2023, General Membership meeting minutes as [posted on the AFSCME189 website](#) (also included in a link within the invite for tonight's meeting).
      1. No objections or correction requests were made during tonight's meeting. Minutes are adopted as proposed. Note, late objections or correction requests may be taken up at a future meeting as/if needed.
  - e. ORGANIZER'S REPORT ([Chris Flanary](#))



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- i. As of the December report from The City of Portland and AFSCME data we have 807 members. This puts AFSCME representation at about a 74% membership rate.
  - f. CHIEF STEWARD'S REPORT (Tara Carlson)
    - i. Representation during layoff meetings with impacted employees have been taking place over the last couple of weeks. In the upcoming week(s) bumping should move outside of BDS.
    - ii. During the LMC meeting today there were many questions about the potential for more layoffs. At the start of the meeting a clear answer was not readily given. By the end of the meeting, it was essentially said that between January 2024 and March 2024 it is very possible there will be another round of layoffs.
  - g. COMMUNICATIONS EDITOR REPORT (JoAnn Gillmer)
    - i. The next upcoming Labor Notes email there will be an announcement for an upcoming Zoom meeting scheduled for noon on December 30, 2023. The only topic being discussed will be choosing delegates to send to the International Union election process. An email invite will be sent out beforehand.
3. CHAPTER CHAIR REPORT(S)
- a. LERC Collective Bargaining Institute report by member Brandon Suarez.
4. COMMITTEE REPORT(S)
- a. Policy Committee (Minh Dan Vuong)
    - i. Minh Dan Vuong presented the report dated November 27, 2023, which contained proposed changes to the AFSCME 189 Constitution to add flexibility in officer numbers and improve language originally proposed in a report dated November 2, 2023, plus amendments to the proposed changes adopted by the General Membership on November 14, 2023.
- The discussion included questions and comments, some of which are noted below:
- 1. Q: If there are multiple Vice Presidents or multiple Chief Stewards, will they split the role or will they be considered first/second/assistant?  
A: To be determined, not currently drafted.
  - 2. Q: Can we appoint special stewards?  
A: Yes.
  - 3. Q: Do we have a limit of 70 stewards?  
A: No.
  - 4. Q: Do we have the flexibility to have more than (10) chapter chairs?



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A: Yes, as currently drafted.

5. Q: Will there be a policy committee meeting?

A: No.

6. Comment: It is important to have a single Chief Steward.

7. Comment: Opposition to adding more Vice Presidents.

ii. Motion to amend the report dated November 27, 2023, as follows:

1. In Article VI [I think VII was said, but VI makes more sense], Section 1, Subsection (2) replace 500 with 1,500 represented positions per Vice President.

2. In Article VI, Section 1, Subsection (5) delete "green text" [within the report] and revert to "one" Chief Steward.

3. In Article VII, Section 5, revert to singular "the Chief Steward".

a. Moved by: Tara Carlson

b. Second by: Chris Flanary

c. Approved by in-meeting vote (26 out of 35 in favor, (1) abstained).

iii. No vote was taken overall on the proposed amendments to the Constitution. A vote is anticipated at the January 9, 2024, General Membership meeting.

### **NEW BUSINESS**

1. Move to authorize funding up to \$7,050 to send up to (5) delegates to the [AFSCME International Regional Special Election](#) scheduled for Saturday, December 30, 2023. Funding will include mileage to Seattle, one night of lodging, meal per diem, and paid leave.

a. Moved by: JoAnn Gillmer

b. Second by: Chris Flanary

c. Approved by in-meeting vote (27 out of 33 in favor).

2. Move to authorize funding up to \$8,800 to send up to (2) people to attend the [2024 AFL-CIO Dr. Martin Luther King Jr. Civil and Human Rights Conference](#) to be held January 12-14, 2024, in Montgomery Alabama. Funding will cover the cost of airfare, hotel, mileage, per diem, and loss time.

a. Moved by: JoAnn Gillmer

b. Second by: Ira Bailey

c. Approved by in-meeting vote (24 out of 33 in favor).

i. Motion to name delegates for the [2024 AFL-CIO Dr. Martin Luther King Jr. Civil and Human Rights Conference](#)

1. Ira Bailey (accepted nomination by JoAnn Gillmer)

### **OLD BUSINESS** *(from previous General Membership Meeting(s))*



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1. Direct donation to Rob Spears of [Local 483](#). Rob Martineau will reach out to Local 483 to determine how best to support Rob Spears. We will discuss this more under new business next month. [Held over from September, October, and November 2023, general membership meetings.]
  - a. Move to donate \$1,000 to Rob Spears (charitable contribution).
    - i. Moved by: JoAnn Gillmer
    - ii. Second by: Carolanne Fry
      1. Motion to table for a later date to obtain more information.
        - a. Moved by: JoAnn Gillmer
        - b. Second by: Tara Carlson
        - c. Failed by in-meeting vote (12 out of 32 in favor with 9 opposed).
    - iii. Move to donate \$1,000 to Rob Spears (charitable contribution).
      1. Approved by in-meeting vote (21 out of 32 in favor).

### GOOD OF THE ORDER

A Labor Management Committee (LMC) meeting was held today with/for the Revenue Bureau. Examples of working out of class are being brought to the forefront to seek resolution (Iana Spada)

### CALL FOR CORESPONDENCE

1. Solicitation for donations from previous donation recipients.

### NEXT MEETING

Tuesday, January 9, 2024, at 7:00 PM.

### ADJOURN

Meeting adjourned at 8:39 PM.

### OFFICER ROLL CALL

V	VACANT	Council 75 Representative
P	<a href="#">Rob Martineau</a>	President
P	<a href="#">Jacob Brostoff</a>	Vice President
P	<a href="#">Chris Richard</a>	Secretary-Treasurer
P	<a href="#">Chris Flanary</a>	Organizer
P	<a href="#">Tara Carlson</a>	Chief Steward
P	<a href="#">Chris Pagnotta</a>	Recording Secretary
P	<a href="#">JoAnn Gillmer</a>	Communications Editor
P	<a href="#">Courtney Sherwood</a>	Trustee



## GENERAL MEMBERSHIP MEETING MINUTES

V	VACANT	Trustee
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P	<a href="#">Michael Bornhorst</a>	Chapter Chair
P	<a href="#">Wendy Heckard</a>	Chapter Chair
P	<a href="#">Kelly Hess</a>	Chapter Chair
P	<a href="#">Alex Pierro</a>	Chapter Chair
P	<a href="#">Minh Dan Vuong</a>	Chapter Chair
P	<a href="#">Anastasia Howard</a>	Chapter Chair
P	<a href="#">Chuck Barnes</a>	Chapter Chair
P	<a href="#">Ira Bailey</a>	Chapter Chair
P	<a href="#">Jonah Willbach</a>	Chapter Chair

(P) Present, (E) Excused, (A) Absent, (V) Vacant