



## GENERAL MEMBERSHIP MEETING MINUTES

### MEETING DATE

Tuesday, April 9, at 7:00 PM.

### CALL TO ORDER / ESTABLISH QUORUM

Meeting called to order by Rob Martineau at 7:03 PM.

### REPORTS

1. COUNCIL 75 REPRESENTATIVE'S REPORT ([Karly Edwards](#))
  - a. Focus on bargaining continues with building the Member Action Team (MAT).
  - b. Contact Karly if you have any questions or want to get involved.
2. EXECUTIVE BOARD REPORTS
  - a. PRESIDENT'S REPORT ([Rob Martineau](#))
    - i. Mediation update for BSAs. It seems as if a resolution is near. Retro payments have been processed for impacted BSAs which have been due since last August.
    - ii. Work to assemble the MAT is ongoing. "Discord" is the app we use to keep everyone connected. Contact [Chris Flanary](#), Local 189 Organizer, to get connected to / with this app. Appointments of bargaining team continue to be considered and made.
    - iii. Attended Chapter Chair meetings at Water and with BSAs this month and participated in LMCs.
    - iv. Update from Labor Relations about the financial standing of BDS. At this point BDS stated they do not anticipate further layoffs for further cost reduction / mitigation. BDS has indicated they intend to request a larger than usual fee increase (8%).
    - v. BES updated their capitol improvements to tighten their budget.
  - b. VICE PRESIDENT'S REPORT ([Jacob Brostoff](#))
    - i. [Rose City Self-Defense](#) program update. Volunteers continue to be active in fighting for program support.
  - c. TREASURER'S REPORT ([Chris Richard](#))
    - i. The process of paying approved ULUP requests has started.
    - ii. Payment to our CPA has occurred.
    - iii. Health insurance cost increase discussions have been occurring and due to an inability to agree, the topic has been sent to City Council. Members are encouraged to attend the hearing to provide a presence.



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- d. RECORDING SECRETARY'S REPORT (Presented by [Rob Martineau](#) due to excused absence of [Chris Pagnotta](#))
  - i. Request approval and adoption of the Tuesday, March 12, 2024, 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.
3. COMMITTEE REPORT(S)
  - a. PAC Committee ([Jacob Brostoff](#) and [Jonah Willbach](#))
    - i. Work continues in the development of a two-part endorsement process for political candidates this year. The first step of the process is the "green light" step where initial contact is made with each candidate. If they respond favorably to unions, they will get the "green light" and proceed to the second step. The second step is where green lighted candidates will be given a closer look to find the best candidates for a full PAC endorsement. The candidates who receive a PAC endorsement will then be presented to general membership for a final decision on Local 189's decision to endorse or not.
  - b. Interest based bargaining ([Chris Flanary](#))
    - i. [Rob Martineau](#), [Alex Pierro](#), and [Chris Flanary](#) are the board members participating in Interest Based Bargaining. This is a result of the Unfair Labor Practice (ULP) filed several years ago related to the "return to work" mandate. This is being done in coordination with PROTEC17. The work centers on four points:
      1. How are "in-person", "remote", and "hybrid" employees defined.
      2. The 50% in-person requirement for hybrid employees.
      3. Maximizing flexibility for in-person and hybrid employees.
      4. Individual exceptions process.

### NEW BUSINESS

1. Swearing in of new Steward.
  - a. Christina Wienholz
2. Motion to authorize an expense of up to \$50,000 at the discretion of the Executive Committee to obtain legal services in defense of pay equity specifically for shared classification members. A shared classification member is a member who holds a classification which is also held by another in a different workgroup. These members are currently being paid at different rates for the same work.
  - a. Moved by: JoAnn Gillmer
  - b. Second by: Chris Flanary
  - c. Approved by in-meeting vote.
    - i. 21 in favor.



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- ii. 0 opposed.
- 3. VEBA discussion.
  - a. Rob Martineau:
    - i. VEBA was added to the current contract during the last bargaining session.
    - ii. It can be used for qualifying medical expenses.
    - iii. As the President of our Local, the decision was made to move this forward as we near the end of our current contract.
    - iv. With Council 75 there is a plan to provide opportunities for robust conversations for members to be informed about what a VEBA is.
    - v. Following the forthcoming member education, members will vote to decide if a VEBA will happen or not.
    - vi. Education will have to happen within the next three to four weeks.
    - vii. Everyone in Local 189 must participate [pay] if this is approved by membership.
    - viii. During the last bargaining session, the DCTU ordered the way that the previous contract vote was to occur, we [Local 189] were told to not promote or detract from the proposed contract but to tell members to make their own decision. Because of the way we were compelled by the other unions of the DCTU to not provide influence, I [Rob Martineau] am clear that not everyone knew this [VEBA] was being required in the contract.
  - b. At the prompting of Chris Flanary, Rob Martineau interrupted the VEBA discussion to allow JoAnn Gillmer to present the “announcement / good of the order” agenda topic below. Doing so would then allow anyone who is not interested in the VEBA discussion to log out of the general membership meeting.
  - c. Resumed discussion.
  - d. Wes Bird:
    - i. Stated a concern about the VEBA in that he feels most of us [members] did not know about this [VEBA].
    - ii. Stated a concern that the raising of insurance rates being proposed by the City is related to the inclusion of the VEBA in the contract.
  - e. Rob Martineau:
    - i. Stated he felt adding the VEBA to the contract was in the interest of members.
    - ii. Discussions about how to implement the VEBA were happening over a year ago but with everything going on we [Local 189] were unable to provide the educational component.
    - iii. This is about exploring if Local 189 wants a VEBA or not.
  - f. Roza Malekzadeh:
    - i. Asked for clarification as to when the addition of a VEBA option was put in the contract. Rob Martineau clarified this was added in the 2021 contract.
    - ii. Asked if the money for this has already been deducted from member wages. Rob Martineau clarified that no money has been collected yet and that discussions have not happened yet because we did not want members to see deductions from their paychecks.
  - g. Chris Flanary:



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- i. This is not in effect yet. The contract has this as a placeholder which says the City will do their part, if authorized.
- h. Wes Bird:
  - i. Asked for clarification on a comment made by Rob Martineau about rolling sick leave into a VEBA at retirement. Rob Martineau clarified that this is not part of our contract but that we [Local 189] would likely ask for this in the future if a VEBA is approved and that this can be a bargaining strategy.
- i. Rob Martineau:
  - i. I want to provide real time education for members. I [Rob Martineau] feel this is the least we owe to members. Being told we were not to communicate the ups and downs of the last contract made details about the addition of VEBA to the contract a difficult choice.

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

- 1. None presented.

### CALL FOR CORESPONDENCE

- 1. None presented.

### ANNOUNCEMENTS / GOOD OF THE ORDER

- 1. [AFL-CIO Workers Memorial Day](#) (April 28, 2024).

### AGENDA ITEMS FOR NEXT GENERAL MEMBERSHIP MEETING

(Items may also be emailed to any Board Member(s), or most directly to the [Recording Secretary](#).)

- 1. None presented.

### NEXT MEETING

Tuesday, May 14, 2024, at 7:00 PM.

### ADJOURN

Meeting adjourned at 8:33 PM.

### OFFICER ROLL CALL

P	<a href="#">Karly Edwards</a>	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
E	<a href="#">Chris Pagnotta</a>	Recording Secretary



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P	<a href="#">JoAnn Gillmer</a>	Communications Editor
E	<a href="#">Courtney Sherwood</a>	Trustee
V	VACANT	Trustee
V	VACANT	Trustee
P	Steve Baron	Chapter Chair
P	<a href="#">Michael Bornhorst</a>	Chapter Chair
P	<a href="#">Wendy Heckard</a>	Chapter Chair
P	<a href="#">Alex Pierro</a>	Chapter Chair
P	<a href="#">Amie Shaffer</a>	Chapter Chair
	<a href="#">Iana Spada</a>	Chapter Chair
E	<a href="#">Minh Dan Vuong</a>	Chapter Chair
P	<a href="#">Anastasia Howard</a>	Chapter Chair
P	<a href="#">Chuck Barnes</a>	Chapter Chair
	<a href="#">Ira Bailey</a>	Chapter Chair
P	<a href="#">Jonah Willbach</a>	Chapter Chair

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