



GENERAL MEMBERSHIP MEETING MINUTES

MEETING DATE

Tuesday, December 10, 2024, at 7:00 PM.

CONSENT AGENDA

1. Motion to accept the November 12, 2024, General Membership meeting minutes as presented.

Motion was made to amend the minutes to reflect that Chris Flanary and James Eckles were appointed to an ad-hock elections committee.

Minutes were approved as amended.

OFFICER REPORTS

2. PRESIDENT'S REPORT

- The Benton County TA was ratified. It is a strong contract.
- We are participating, along with other NWOLC affiliates, in organizing "Labor Boot Camp" for new elected officials.
- Negotiation for the Port of Portland contract is on-going. We've received a weak offer from management. The required 150 days of bargaining is not up until February.
- City HR's requested that City Council authorization filing a ULP against us on the basis that our practice picket were in violation of the contract. We strongly disagree with that interpretation. The authorization passed, but not quietly, as there were many sibling unions as well as newly elected city councils in the room in support of us. It's noteworthy that Dan Ryan, whose candidacy we endorsed and who will be serving on the new City Council, was the sole vote against authorizing a ULP against us.
- We have met with the City for Level 1 of that grievance. We did not reach an agreement to remedy. The City's grievance is not citing damages to be "made whole"
- Mayor-Elect Wilson has publicly stated that he will push for full or near-full return to in-person work for all employees. We will demand to bargain this change. At the same time, we are determined to not let this issue be used to weaken or break our members' solidarity.
- Kristi Jamison has joining Elections Committee. Elections for 2025-2027 Local 189 Board are complete and transitions, where practicable, are in process. We are not likely to need to conduct elections as, with the proposed changes to our Local's Constitution now authorized by the IU, we have as many Chapter Chair seats as we have nominees. committee. Expect a report in January.

3. COUNCIL 75 REPRESENTATIVE'S REPORT

- We've been meeting with the incoming City Council members. Anna Cowen joined in this section of Karly's report. There have been 6 meetings so far, where we've shared our platform and priorities. In general, they have been well received. We've taken the opportunity to demonstrate that remote, hybrid and in-person members are in solitary with regard to all of our priorities. We've stressed that management's priorities are not correct and it show. We are encouraging them to reach out current City Council on our issues.



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- MAT met last week. We're together a credible strike threat. GREAT work everyone!!
 - We're entering into mediation this week. You'll see fewer updates as they'll be "supposals" as opposed to proposal. We'll keep publishing updates. Some issues are not "strike-able", but we'll keep pushing.
 - Members are asked to engage to help us build a credible strike threat. Doing a quote and a picture is the #1 way to help right now. Contact your Chapter Chair for the form.
4. VICE PRESIDENT'S REPORT
- Main focus has been on Bargaining.
 - Echoed previous reports concerning the big push with in-coming City Council to encourage the seated Council to our contract before the transition.
5. TREASURER'S REPORT
- Presentation of the 2025 budget.
 - i. Budget balances expenditures with projected income without use of reserves.
 - 1. Details of our Local's finances are not shared in minute or other documents that can be accessed by the public. Members who would like to see a detailed budget should contact the Secretary/Treasurer to arrange an appointment.
6. RECORDING SECRETARY'S REPORT
- Chris Pagnotta provided the following written report (excused absence)
 - i. Actions voted on and approved by the Executive Board during the most recent Executive Board meeting(s), on Tues Nov 12:
 - 1. Member assistance approved in the amount of \$600 to a member in good standing in support of financial hardship.
7. ORGANIZER'S REPORT
- Thank you everyone. The more of us that get involved the more we can make happen.
 - We're collecting statements, with photo, from members. The more of these we collect, the stronger the message will be.
 - We'll have an on-site information table at the Portland Building on Thursday, Dec 12, at the Portland Building 11-1.
 - We're very excited for the Elk event coming up on Saturday, Dec 14, from 12-2 at 4th and Main (the site of the Thompson Elk statute).
 - Contact Alex to request an in-person visit for your worksite.
 - We're experimenting with phone banking to encourage non-members to sign their cards so that they can vote on the contract (or action, if needed). So far it's gone well.
8. CHIEF STEWARD'S REPORT
- In-coming Chief Steward Cody Larsen said he's been busy in his role on the Bargaining Team but is looking forward to building participation of new stewards in the coming term
9. COMMUNICATIONS EDITOR REPORT



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- Out-going ComsEd JoAnn Gillmer and in-coming ComsEd Johah Willbac jointly reported.
- They shared [a proposal to re-vamp Local's dormant social media presence](#) to boost visibility and participation quickly over the next several weeks. It will involve purchase of paid advertisements in the short term and flexibility to purchase additional ads to boost visibility if we are unable to secure a contract without taking direct action.

10. CHAPTER CHAIR REPORTS

- a. No reports

COMMITTEE REPORTS AND ACTIONS

REGULAR AGENDA

11. NEW BUSINESS

- a. Motion to authorize 2025 budget as presented. M:JoAnn Gillmer, S: Kristi Jameson. Motion carries with 22 in favor, none against and one abstention.
- b. Motion to authorize expenditure not to exceed \$1,000 to create social media presence and, if necessary, purchase enhanced social media advertising to increase profile of direct actions associated with contract bargaining. M: JoAnn Gillmer, S: Jamie Goshorn. Motion carries with 23 in favor, none against and no abstentions.

12. CORESPONDENCE & ANNOUNCEMENTS

- a. JoAnn spoke about the [Teamsters strike at Bigfoot Beverages](#) (Eugene), now in its third month. Despite loss of equipment and resources in recent storms, they continue to stand strong. They have had a lot of support in the immediate area but have been challenged to get the kind of wide-spread attention/support they need to win their cause. (Bigfoot is one of the largest bottlers of beverages in the northwest.) The sticking point in negotiations relates to forced change in retirement benefits. Bigfoot management has publicly announced that employees voted to decertify from the union. The Local takes exception to that claim, stating that those who voted were not striking members. JoAnn shared the Local ask that supporters boycott Pepsi products (Bigfoot's largest customer) until such time this is settled and asked that members share this information with their social circles.

13. CALL FOR AGENDA ITEMS

- a. Elections Committee report (Chris Flanary)
- b. PAC report (JoAnn Gillmer)
 - i. Request from Oregon For Human Rights
 - ii. Development of matrices for weighing ballot endorsement asks
- c. Call for nominations for Trustees

14. ADJOURNMENT

OFFICERS IN ATTENDANCE:



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Executive Committee:

- **Rob Martineau, President**
- **Tara Carlson, Vice President**
- **Chris Richard, Secretary/Treasurer**
- **Cody Larsen, Incoming Chief Steward.**
- **Alex Pierro, Organizer**
- **Jonah Willbach, Outgoing Chapter Chair, Incoming Communications Editor**
- **JoAnn Gillmer, Outgoing Communications Editor, Incoming Recording Secretary.**
- *Will Morita, outgoing Chief Steward (Absent/Excused)*
- *Chris Pagnotta, outgoing Recording Secretary (Absent/Excused)*

Chapter Chair Nominees:

- **Ira Bailey, seated**
- **Steve Baron, seated**
- **Norah Beech, new nominee**
- *Michael Bornhorst, seated (Absent/Excused)*
- **Dave Crapau, new nominee**
- **Wendy Heckard, seated**
- **Astasia Howard, seated**
- *Stephanie Romie, new nominee*
- **Courtney Sherwood (Outgoing Trustee), new nominee**
- **Minh Dan Vong, seated**
- **John White, new nominee**
- *Nick Winchester, new nominee*