

MINUTES

AFSCME Local 2837 EBoard Meeting

December 15, 2025

6:30 to 7:30 pm

Attending: Jessica, Dana, Pat, Annie, Theresa, Scott, Brenda, Erin, Jenny P

Notetaker: Annie

Location: Zoom

6:30 - 6:45 pm **Welcome** **All**

6:45 - 7:15 pm **General Updates** **Jessica/Dana/all**

- Jenny P shared her experience on the bargaining team 3 years ago. She shared a lot of valuable information. Key points:
 - Brenda is a rock star. She is an expert and will take the lead.
 - Preparation is important. Get clear about goals and priorities. Focus on a few important issues.
 - The experience was not as scary as she thought it might be. Bargaining team, Brenda, management team and their lawyer will be present. It was very professional and controlled by the process. After a team presents their side, the other side may leave the room to discuss (it has taken as long as an hour).
 - Remember that both sides want a good contract. The process is not contentious. If it gets heated, Brenda and/or the lawyer can step in to keep everyone in line.
 - Jenny will bring the binder to Dana. She recommends getting familiar with the history and understanding the intent of the clauses.
 - Although the union got reasonable COLA in the bargaining process, we might want to look at where our salaries fall because our pay is too low. We might consider adjustments to the step system so we are paid more fairly. Bargaining team can do their own research into comparable library pay. Brenda is also a great resource.
- Bargaining updates: Bargaining team met briefly last week and are getting the ball rolling.
- DB/EB closure and transition concerns:

- East Bend staff schedules are not ideal and not respectful for staff with seniority. Almost all have Tuesday through Saturday schedules.
- MSS staff were given odd offers. Two have retired, one is now a PSS, and others are now working under Tech Services. Jessica noted that the MSS were discussed at a management meeting, but it sounded like the MSS were in agreement, which doesn't seem to be the case. Because it was HR related, Jessica and Dana weren't able to intervene at the time. DPL does not seem to be concerned with the loss of subject matter knowledge. Jessica will reach out to check in.
- Sunday staffing issues. One EB staff is working Sundays at DB, but DB is getting slammed. Kristin has a Sunday through Thursday schedule but has not really worked Sundays at all for months. Staffing is hard enough on Saturdays but it puts PSS in a bind when no supervisor is available. We should advocate for additional PSS leads at management meeting to ensure adequate coverage.
- DB will no longer have security starting in February and there is no plan for security at Central.
- When the 2nd floor closes at DB, computers will be moved to the first floor and customers will be given a 30-minute time limit. The Brooks Room bathroom will be the only one available for the public (it is a single stall). Management seems unconcerned about the customer experience. Lynne has stated that public seating will be "uncomfortable."
- How will limited DB service and closure affect other branches? DB was slammed when Redmond was closed. Customers will drive to other branches for services, and Redmond will have the law laptop. It would be interesting to see the stats for DPL branches related to the various closures.
- Customers are already complaining about the lack of meeting room access. Staff are facing significant burdens due to the frequent changes and feel that they lack guidance from management about how to handle customer concerns. New board members also expressed curiosity about the plan and why more community outreach hasn't been done.
- IT department is very short-staffed. One position has been vacant for months. Is DPL planning to hire for the open positions?

7:15-7:20

Treasurer's Report

Pat

- We were short on time so Pat will email us with information about the training she recently attended.

Checking account:

Previous balance (11/17/25): \$4,042.95
Less Sunriver Pub general meeting (11/18/25): - 190.00
Plus interest (11/30/25): + .99
Current balance (12/15/25): \$3,853.94

Money Market account:

Previous balance (11/17/25): \$5,326.05
Plus interest (11/30/25): + 5.65
Current balance (12/15/25): \$5,331.70

Certificate of Deposit:

Previous balance (11/17/25): \$5,104.97
Current balance (12/15/25): \$5,104.97

7:20-7:30 p.m. Open Discussion/Action Items All

- Action items to bring up at next management meeting:
 - DB supervisor Sunday availability
 - Follow up with MSS and get clarity about their new roles
 - IT staffing plan
 - EB staff shortchanging

Next Meeting: TBD (we discussed meeting on Monday, Jan. 26 due to the MLK Jr. holiday)