

MINUTES

AFSCME Local 2837 EBoard Meeting

June 16, 2025

6:30 to 7:30 pm

Attending: Brenda, Meagan, Dana, Pat, Annie, Sara, Jessica, Theresa, Scott, Elise, Erin, Mykaila

Notetaker: Annie

Location: Zoom

6:30 - 6:45 pm

Welcome

All

- Welcome to new members and farewell to our outgoing members. Thank you for your service, Meagan and Sara!
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6:45 - 7:15 pm

General Updates

Meagan/Dana

- East Bend updates (Sara): Todd and Lynn visited EB during in-service and were well-received. They recognized the stress levels and shared documents about the timeline and transition plan. There will be a community celebration on Saturday, November 8 and EB will be officially closed on November 15.
- DB/Central library transition: There will be a period of a few days (or up to two weeks, maybe) where there is no open library in Bend. DB will be winding down services (closing 2nd floor, lobby service only, etc.) and Central will be incrementally adding services (drive through only, lobby service only, etc. before the building is fully open to the public). There will be staff training and orientation to the new building to ensure staff are prepared. Moving is stressful and self-care is important.
- Chairs/desk updates and next steps: No major updates. The AFSCME PR person sent a pitch to the media, but other major news stories have come up so nothing has moved forward. Meagan will check in.
- Meagan and Dana met with Todd, Lynne, Jennifer and Chantal. Todd was open to discussion and is hopeful that the new customer service work group will only need to meet 1-2 times this summer to come up with some workable solutions based on findings from the customer service team. The work group will consist of DB and Redmond PSS leads plus one PSS randomly selected from each library (although PSS are not required to participate if they do not want to). Todd is about halfway through the workplace culture meetings with staff. We will see where the conversation goes and if Todd ends up deferring to other decisionmakers (Lynne, for example) instead of taking PSS feedback

to heart. There may also be an opportunity for management to backtrack on the deskless model when Mayra leaves.

- Conflicting messages: Staff are not supposed to be standing at ergotron, yet they are supposed to greet every customer, be available/findable to assist customers, shelve books, clean up kids' area, and generally stay busy away from ergotron (which makes it difficult for customers to find staff). On the other hand, volunteer docents are highly visible and motivated to help customers, even when they are not supposed to (they are trained to direct customer questions to staff but they sometimes try to handle it on their own and provide the wrong answers). As a result, staff end up doing volunteer work (shelving) and volunteers end up doing staff work (assisting customers).
 - Hillsboro, OR and Columbus, Ohio libraries attempted deskless customer service models and ultimately moved to a hybrid model for staff safety and customer feedback. These examples might be worth mentioning at a regularly-scheduled meeting with Lynne and Jennifer.
 - Transition notes:
 - Meagan will create a transition document to help us as we switch roles. She has been using a personal Canva account but will set up a union account so we can access the templates she's created. Will also set up a union website as a centralized location for important union information (some areas can be password-protected)
 - Meeting schedule: Monday evenings seem to work for everybody so we will stick with the third Monday of the month from 6:30-7:30 p.m.
 - Steward training: You don't have to be an eboard member to be a steward. Ideally, every branch would have a trained steward. We discussed the possibility of listing stewards on our union flyer in addition to the eboard positions. Anyone interested in steward training can reach out to Brenda.
 - Treasurer's report (Pat)
 - Checking account:
 - Previous balance (5/19/25): \$4,105.40
 - Less McMenamins (5/20/25): - 373.20
 - Plus interest (5/31/25): + 1.02
 - Plus Oregon AFSCME (6/4/25): + 139.40
 - Current balance (5/19/25): \$3,872.62

 - Money Market account:
 - Previous balance (5/19/25): \$5,291.53
 - Plus interest (5/31/25): + 5.80
 - Current balance (6/16/25): \$5,297.33

 - Certificate of Deposit:
 - Previous balance (5/19/25): \$5,023.76
 - Current balance (6/16/25): \$5,023.76
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7:15 - 7:30 pm

Swearing in new members

Brenda

- **President:** Jessica Miller
- **Vice President:** Dana O'Connell
- **Treasurer:** Pat Givens
- **Secretary:** Annie Bucher
- **Members at Large:** Theresa Peoples, Scott Selle, Elise Stahn
- **Trustees:** Adam Freitag (unable to attend, Brenda will swear in later), Erin Merriman Zenor, Mykaila Imhoff

July's meeting will be Monday, July 21 from 6:30-7:30 p.m.