

# MINUTES

## AFSCME Local 2837 EBoard Meeting

October 20, 2025

6:30 to 7:30 pm

Attending: Jessica, Dana, Pat, Annie, Theresa, Elise, Brenda

Notetaker: Annie

Location: Zoom

6:30 - 6:45 pm

Welcome

All

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6:45 - 7:15 pm

General Updates

Jessica/Dana/all

- **General membership meeting planning:** Jessica and Dana reached out to a few places in Redmond. Sunriver Brewing looks like a good location. Confirmed that it should be pretty calm on Monday nights and the pizza and app prices are reasonable. We agreed to schedule the general membership meeting on Monday, November 17 from 6:30-7:30pm (Sunriver Brewing closes at 8 but if we want to continue the conversation, there are nearby establishments nearby that close later). We want to remind folks why the union is great and highlight union accomplishments and talk about general DPL union business.
- **Bargaining team updates and survey results:**
  - **Survey Results:** About 70% of union-eligible staff responded to the survey (about 53% were PSS). Top priorities are: 1) wage increases 2) COLA 3) safe staffing. Biggest concerns included: 1) lack of valued input in decisionmaking 2) poor communication from management/supervisors 3) overworked/burnout. Overall, folks were ok with health benefits, but not with wages. Other common topics include longevity pay, step increases, opportunities for mental health/personal days, bereavement leave (openness to family situations not addressed in the current definition; Paid Leave OR definition is more permissive for bereavement leave), step increases and caps, more TM and more flexible time off options. Would it be possible to have a starting amount of TM when we're hired so we don't have to wait for it to accrue? We shouldn't have to wait 6+ months to take vacation or handle life circumstances when they come up. Brenda noted that DPL would likely look at this arrangement as an unfunded liability.
  - Articles for potential bargaining include: 18 (TM) ; 8 (Salary); 29 (Wages)

- We also discussed the recent budget-tightening that has affected the way things have been done.
  - Instead of using the one-way chart provided by DPL to calculate mileage, HR is now enforcing portal-to-portal mileage calculations (to deduct the amount of daily commute mileage from the mileage calculation when working at a different branch/location).
  - We are also concerned that different branch supervisors are holding different standards when it comes to professional development courses (in the past, it used to be considered work time to attend a course but now supervisors are apparently being told that it is not work time if class is not held on a day staff is normally scheduled to work).
  - It appears there is not a clear DPL policy that is being upheld consistently throughout the district. Supervisors are interpreting and approving time differently, which is not fair to staff whose professional development time is not being treated as work time.). We acknowledged the big changes in the management team and their efforts to clean things up, but it is a work in progress and confusing.
- **Bargaining team:** we can have a maximum of four team members + Brenda. Currently we have Jessica, Dana, Scott, Teresa and Erin interested. Will need to follow up to confirm availability/willingness to commit and possibly select an alternate.
- **Political Action Conference recap:** We are somewhat protected as a special district. Our pot of money is not immediately susceptible to the state/federal budget. But Brenda noted that we should be aware of what it takes to negotiate in lean years. For example, instead of wage increases, we could think of other ways for staff to get paid (one-time bonuses, for example).
  - Multnomah County Libraries are also planning to get rid of desks. This could be a good option to connect about ways to negotiate for ways to ensure staff safety.
  - Union visibility: What can we do to boost visibility and show solidarity? We could all wear green or AFSCME buttons on bargaining day. Also Teams/Zoom background that says “I support our bargaining team.”

7:15-7:20

**Treasurer’s Report**

**Pat**

**Checking account:**

Previous balance (9/15/25): \$3,975.73

Plus interest (9/30/25): + .98

Current balance (10/20/25): \$3,976.71

**Money Market account:**

Previous balance (9/15/25): \$5,314.58

Plus interest (9/30/25): + 5.64

Current balance 10/20/25): \$5,320.22

**Certificate of Deposit:**

Previous balance (9/15/25): \$5,063.98

Plus quarterly interest (9/30/25): + 40.99

Current balance (10/20/25): \$5,104.97

- Jessica and Dana's mileage and board for the political conference should be covered by Oregon AFSCME
- Eboard agreed that Pat should pay the surety bond invoice she received.

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**7:20-7:30 p.m.**

**Open Discussion/Action Items**

**All**

- **Upcoming steward training:** will be held this Sunday. Dana and Elise will attend. Jessica will send a reminder to try to recruit more stewards (and remind staff about the "know your rights" aspect of the steward training)

**Next Meeting:** 6:30 p.m. Monday, November 17 at Sunriver Brewing in Redmond