

# MINUTES

Homes for Good Housing Agency

BOARD OF COMMISSIONERS

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Friday, November 18<sup>th</sup>, 2022, at 9:00 a.m.

Homes for Good conducted the November 18<sup>th</sup>, 2022, meeting via a public video call with dial-in capacity. The public was able to join the call, give public comment, and listen to the call.

## CALL TO ORDER

Board Members present:

**Char Reavis**

**Michelle Thurston**

**Justin Sandoval**

**Kirk Strohman**

**Chloe Tirabasso**

Board Members absent:

**Heather Buch**

**Pat Farr**

**Larissa Ennis**

**Joel Iboa**

Quorum Met

### 1. PUBLIC COMMENT

*None*

### 2. COMMISSIONERS' RESPONSE TO PUBLIC COMMENTS AND/OR OTHER ISSUES AND REMONSTRANCE

*None*

### 3. ADJUSTMENTS TO THE AGENDA

*None*

### 4. COMMISSIONERS' BUSINESS

*None*

## 5. EMERGENCY BUSINESS

*None*

## 6. EXECUTIVE SESSION

The Homes for Good Board of Commissioners will hold an executive session pursuant to ORS 192.660(d), "To conduct deliberations with the persons designated by the governing body to carry on labor negotiations."

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### ORDERS:

#### 7. ORDER 22-18-11-01H, In the Matter of Adopting & Ratifying the Collective Bargaining Agreement with ASCME Local 3267 & Approving Changes to Wages, Benefits and Other Provisions

Human Resources Director, Bailey McEuen and Executive Director, Jacob Fox presenting *Homes for Good* received notice to bargain on May 6<sup>th</sup>, 2022. The first meeting on June 15<sup>th</sup>, 2022, was to establish ground rules between the Union and Homes for Good bargaining team. Bargaining has continued for the past 21 weeks ending on November 7<sup>th</sup>, 2022

##### Non-Monetary Changes

- *Term of the agreement is for three years and will expire on September 30<sup>th</sup>, 2025.*
- *Equity Strategy Team (EST) article has been memorialized in the contract – was previously a memorandum.*
- *Alternative holiday schedule article for employees who don't observe the traditional United States holidays.*
- *Additional work flexibility in time.*
- *Adjustment to bumping rights – grouping like jobs together.*

##### Monetary Changes

- *7% cost of living adjustment (COLA) – following years will be based in the Consumer Price Index for the Western Region. This will provide the most accurate representation of any inflation in our area.*
- *On-call pay increases.*
- *Longevity pay increases with enhancements to administration.*
- *Safe footwear benefit.*
- *Wellness benefit increase.*
- *Increased financial incentive to waive health benefits.*
- *Bereavement leave.*
- *Oregon Paid Family Leave in place of in-house Short Term Disability plan.*

*In late September the Board approved a budget including a 7.5% increase for all employees. The CBA is for 7% which is a 0.5% savings. Management positions will have an increase of 5% which is a 2.5% savings. The memo outlines the costs associated with the contract by year.*

*There will be a need for analysis of future budgets given the anticipated increase in labor costs coupled with the likelihood that the Agency will not receive additional funding to offset the increases. The Agency has a number of ideas to pursue and present to the Board in the future to accommodate these increases. Should there be vacancies in the future the Agency is capable and currently adapting without incurring additional costs.*

**Chloe Tirabasso** commented on the feedback received from residents regarding the Union's negotiating tactics. Queried if possible for resident feedback to be incorporated into the bargaining sessions either by involving the Resident Advisory Board or resident representatives. The hope is to ensure the least disruption to residents as possible and to have the best outcome for both employees and residents.

**Jacob Fox** agreed with this sentiment. Over the years its never occurred to ask RAB to review the contract in advance of negotiations. Additionally, the people served by Homes for Good depend on affordable housing and the supportive services Homes for Good offers. Even receiving letter from Homes for Good can illicit feelings of anxiety for residents because residents are concerned about their housing stability.

If there were to be a strike or walk out (which is not anticipated) the results would directly impact the residents (i.e., not having a property management and supportive services staff etc.)

**Michelle Thurston** expressed thanks for this conversation. When reading through the CBA it was important to see the increase in on-call pay. For example, someone driving out to Cottage Grove to unlock an apartment might take moments for a resident but would a few hours out of an employee's day. It is also important that Homes for Good cares about employee safety to by providing a benefit for qualified employees to purchase safe footwear. Lastly, the bereavement leave is the biggest highlight. Not only does it recognize the various definitions of family but added time and type of leave someone may need is important.

**Chloe Tirabasso** agreed the addition of pregnancy loss to bereavement leave is important. Having alternative holidays as an option is also refreshing to see.

**Jacob Fox** acknowledges gratitude for the engagement and questions from the new board. The board engagement in advance of bargaining has been beneficial and is a new means of engagement. There will be continued pre-planning with the board and in the future resident engagement as well.

**Char Reavis** agrees with what has been said of changes. By helping employees feel better it will help the residents.

Motion: **Kirk Strohman**  
Second: **Michelle Thurston**  
Discussion: *None*

#### **Vote**

Ayes: *Char Reavis, Michelle Thurston, Justin Sandoval, Kirk Strohman, Chloe Tirabasso*  
Abstain: *None*  
Absent: *Heather Buch, Pat Farr, Larissa Ennis, Joel Iboa*

**Board Order 22-18-11-01H was passed [5/0/4].**

#### **8. Other Business**

*None*

**Meeting adjourned at 10:00 a.m.**

**Minutes Taken By:** *Jasmine Leary*