

September 15, 2026 | Minutes of RWU General meeting

President Lynne Swarbrick called the meeting of RWU Local 6022 to order at 5:34pm.

* We need to reach a quorum of 20 members to hold the meeting. Quorum reached, 38 members present.

1. Roll call of officers was taken by President Lynne Swarbrick. All officers were present.
2. The minutes of the previous meeting were distributed, attendees were given time to read them. No comments/suggestions. Minutes are accepted as written.
3. The president asked the recording secretary to read the local's correspondence.
 - a. No correspondence

4. Reports of the Officers:

- a. [President's Report](#)
 - i. AI use & implementation at OHSU:
 1. Bargaining with OHSU alongside all other OHSU AFSCME unions
 2. Town Hall Slides will be shared with RWU via email
 3. Please contact RWU if you've been impacted.
 - a. (Lynne Swarbrick, President@rwu6022.org)
 - ii. KCG/CEDAR/SMMART
 1. MOU explicitly states that any research worker at KCG will be represented by RWU
 2. Meeting with Druker in the next month
 - iii. E-board meeting summary
 1. Financial report from Treasurer John Cheney.
 - a. See full President's Report for explanations
 2. Labor Management Committee
 - a. This committee allows the union & OHSU to work together on issues to avert grievances.
 - b. If interested in joining, please contact Lynne Swarbrick, President@rwu6022.org.
 3. Outreach and Social opportunities

- a. Labor Day Celebration at Oaks Park on Sept 7th, sponsored by Council 75
 - b. October Event, Bowling, 10/22
 - 4. Board of Directors meeting
 - 5. AFSCME convention
 - a. See you email for President Lynne's convention report
 - 6. Policy Development
 - a. All approved policies will be posted on our website
 - 7. New logo for RWU
 - a. We are working with a graphic designer to come up with something great!
- iv. Finance Report, Treasurer John Cheney
 - 1. Current balance is \$26,894.
 - 2. \$11,859.81 of our cash assets is our annual Hardship Fund, which will be covered later in the meeting.
 - 3. The executive board has drafted an annual budget, will be presented and voted on later in the meeting.

5. Committee Reports:

- a. AFSCME Staff Report, Eddie Charlton
 - i. The first cohort of stewards were trained in May!
 - 1. Eddie or Henry plans to work with each steward through their first investigatory meeting or grievance.
 - 2. Additional trainings are being offered through the summer.
[Complete this form if you are interested.](#)
 - ii. October Membership Drive - Eddie aiming to fully support the MOC with extra resources for increasing membership next month
 - iii. Multi-Local (328, RWU, PWU, GRU, & HOU) demands to bargain and requests for information.
 - 1. KCG LOA to support those impacted by layoffs at SMMART and CEDAR and protect more members in the future.
 - 2. Guardrails around AI use & implementation, already seeing impacts on employees.
- b. Member Outreach Committee, Vice President Wes Horton
 - i. Contact Wes to join the MOC! (VicePresident@rwu6022.org)
 - 1. Meetings are held the 3rd Thursday of each month, 5:30-7pm
 - ii. Farmer's Market Tabling will end September 29th, get your ice cream while you can!
 - iii. We need **you** to talk to your non-member labmates

1. Having conversations with people they know is much more effective than being approached by a stranger.
 2. You can also put them in touch with us if you want (researchworkersunited@gmail.com).
 3. Encourage any new hires to attend an RWU NEO
- iv. If you have had a good experience with RWU, please share with us! We're soliciting testimonials to add to our website or use in social media posts (anonymous or signed is ok, include a picture if you're comfortable with it being shared online).
 - v. Happy Hours are back!
 1. Last one - 9/10 7pm PT Craft Pour House
 2. Next one - 10/22 6pm PT - Bowling (location TBD)
 - vi. October Event
 1. Membership drive (as mentioned above) starting 10/19, will culminate in bowling on 10/22
- c. Hardship Fund Committee, Treasurer John Cheney
- i. We have a \$50K [hardship fund](#) per contract year to support members experiencing insecurity around Childcare, Food, Transportation, or Housing.
 - ii. To date we've received applications totaling \$77,568. Applications are currently being reviewed, and we are trying to help as many members as possible.
 - iii. The reviewing process is blinded (only John, Lynne, & Wes see names, since they are the check signers).
 - iv. \$600 soft max for disbursements.
 1. Starting 1.1.26 the max is \$2000 in order to be un-taxed.
 - v. The next contract year is in effect October 1, and another 50K will be released.
 - vi. If any one is interested in volunteering time to review applications contact John at treasurer@RWU6022.org
- d. RWU Stewards, Chief Steward Henry Harrison
- i. Stewards are the caretakers of the union: provide support for grievances & disciplinary meetings and do outreach.
 - ii. 20-50 hours of release time per quarter (this is paid time).
 - iii. Next training will be scheduled pending steward interest, 2 days over Zoom, 5:30-8pm.
 - iv. Interested? [Fill out this form](#).
 - v. Emails to researchworkersunited@gmail.com get connected with a steward, or members can [fill out a form](#) on the website if you need support.

- vi. 2 examples of recent wins: reclass for a member who had been dealing with it for years, another to prevent a termination.

6. Unfinished business

- a. None today.
- b. Lynne attended the AFSCME convention in Chicago as our delegate, sent out her report on that via email last week

7. New Business

- a. Budget Review and approval
- b. The budget was sent along with the outlook invitation for preview.
- c. John walked through the budget:

RWU Annual Budget		
Arbitration Fees	\$ 10,000.00	Potential RWU Legal Fees
Google Workspace + domain	\$ 768.00	Annual operating costs for RWU's Google Workspace
Canva Annual Subscription	\$ 144.00	Annual subscription, for union event flyers, messaging to members, outreach
Hardship Fund Postage	\$ 1,100.00	Postage approximation for certified mailing of Hardship Fund payments
Oregon AFSCME State Convention	\$ 5,200.00	Travel and Lodging for RWU's 5 Delegates to represent RWU in Oregon Labor
Events	\$ 2,000.00	Member outreach through Happy Hours, Coffee Hours, Solidarity Events (ONPRC) (no-alcohol)
Office Supplies	\$ 200.00	To cover purchase of envelopes and orders of checks for RWU business
Strike Fund	\$ 10,000.00	Building a safety net for future strikes/solidary to other units
RWU Pride	\$ 5,000.00	T-shirts, badge reels, stress balls, posters, stickers, buttons, RWU logo redesign
Elections	\$ 2,000.00	Approximate value for Council 75-approved election software (like Election Buddy) for voting
Emergency Savings (grown over time)	\$ 25.00	** any unused funds or outside donations will be swept into an emergency savings fund
TOTAL	\$ 36,412.00	

- d. Motion (John), Second (Kat), chance for questions
- e. Questions/Discussion
 - i. Jen: Do we need to have a budget line item for printing, mailing, etc?
 - 1. The cost associated with mailings related to elections are included in the voting budget.
 - 2. Lynne asks if anyone thinks that physical mailing should be planned for?
 - 3. Gracelyn Fine: a physical copy may be helpful, but also just increasing the visual aspects of emails might get the job done.
 - ii. Gracelyn moves to amend the budget to include mailing expenses.
 - iii. Eddie shares a quote from a previous mailing: 1075 2-sided color postcards (all inclusive) came to ~\$800 (projected to \$ 3,200/year for 4 meetings).
 - iv. Gracelyn suggests a single postcard (or magnet) with all quarterly meetings for the year.

- v. Gracelyn also suggested a calendar that members can see of all the monthly events, maybe included on each email (MOC will discuss further).
- vi. Lynne proposed an amendment of \$1000/year for printing & mailing costs.
- vii. Jen Kotzin accepted the amendment, Abigail Moore seconded.
- viii. Kat Delf asked where the \$1k will come from?
- ix. John proposed \$500 from strike fund, \$500 from RWU pride. Multiple people agreed.
- x. Now we need to vote on the amendment, Eddie Charlton is managing polling.
 - 1. 97% yes, 3% no. Passed. The budget has been amended as discussed.
- xi. Any additional discussion needed? None.
- xii. Now we need to vote to approve the budget over all.
 - 1. 100% approval

8. Good and Welfare

- a. Farmers Market on the Hill, come get ice cream (Tuesdays from noon-1), the last one is September 29th!
 - b. MOC meeting 9/17 at 5:30pm PT, email Eddie Charlton (echarlton@oregonafscme.org) to get added.
 - c. October Bowling Event, 10/22, 6pm PT, location TBD!
 - d. New Employee Orientations: we are looking for volunteers to help welcome new employees. Contact Wes if you'd like to volunteer (VicePresident@rwu6022.org).
9. It was moved (Kat), seconded (Henry), and carried that the meeting be adjourned. The meeting was adjourned at 6:28 pm.
10. Minutes were submitted by Kat Delf, Recording Secretary.