

**Executive Board Meeting
January 20, 2016
Conference Call
Approved Minutes**

I. Call to Meeting - Sandra Zubek, President, called the meeting to order at 6:03 p.m.

II. Roll Call

Sandra Zubek, President
Roseann Staniscia, Second Vice President

Indiana Registered Nurses Association - Katherine Wolfe

Terry Myers, AFT Liaison

Staff in Attendance: Lisa Buettner, Stephanie Cramer, Tim Tuinstra, Dick McEwen,
Candace Kuba

A quorum was not present.

V. President's Report - Sandra Zubek

- Sandy reported that she attended the Indiana Nurses CEU meeting. The meeting did not have any attendees from Punxsutawney or Clarion. Sandy found the presenter to be very interesting. Currently her local is fighting for 12 hour shifts; they already exist in the ICU and will be going live in March in her department. She has also been dealing with a disgruntled member.

VII. Treasurer's Report – Lisa Buettner

- Lisa reviewed the December 2015 financials. She inquired if Sandy received the exit fee letter in November. There was a question from Indiana on reimbursing locals at 50%; what about local that have hardships? The board would need to decide on changing the policy. Sandy sees both sides, but feels the matter should be discussed face to face. The board was in agreement to discuss this at the March meeting.
- Indiana also inquired about bargaining support which is budgeted at \$1,500. Lisa indicated that money is historically used to pay for meeting room rentals outside of the local/employer's facility, for contract ratification meetings, and for printer costs to print new contracts for the local members. Lisa indicated that we will research the spending history and bring the information back to the board so a decision on how to spend the budget can be approved.
- Sandy stated that Indiana is being the most active local and most of the others locals are just trying to survive. Indiana is bringing funding/reimbursement procedures to light because of their current activities. The board needs to review the procedures and discuss any changes. If locals are going to be more active, guidelines must be in place to provide additional resources.

IX. Legal Report – Dick McEwen

- Preparing Somerset's grievances, a hearing is scheduled for February 17 and 18. The combined grievances are due to the employer not following progressive discipline.
- There was a nurse at Indiana who was dismissed. She was charged with insubordination, which for a first offense is no more than a suspension. PSEA also represented her at the Unemployment Compensation hearing. Dick thought it went well, but we lost. He has filed an appeal with board of review. The benefit of filing the appeal is that we will get a transcript which will help at arbitration hearing.

X. Service Report – Tim Tuinstra

- Tim reported on Indiana Nurses; they have held 12 bargaining sessions, and the meetings are not proceeding like the group wants. They are holding a general membership meeting this evening.
- Regarding Bucks County, Tim reported that they are trying to hold a bargaining committee meeting with the president. They begin bargaining in the fall. A majority of the members are in the Nursing Home, but the bargaining committee members are employed at the County Health department. One bright note is that the president is very active and is communicating with the members.
- Tim also reported that Somerset is meeting with Dick on the consolidated grievances.
- Stephanie reported that Highlands has begun bargaining. They have held two sessions; they have a date scheduled for next week and two dates in February. She is struggling to get financial data from the hospital. Today they held three internal organizing meet and greets with the officers. She is trying to educate the members about the union and the bargaining process.

XI. AFT Liaison Report

- Terry reported that save the date emails were sent for the upcoming AFT conference in Washington DC. Terry notified the board that she would be unable to attend the Legislative Committee meeting on February 26-27, but that she attended the Political Institute in early January and it was very interesting. Sandy asked Terry to text her regarding the Legislative Committee meeting and she will try to participate. A presence from HealthCare-PSEA at the Capitol during Nurses Week would be a good thing.

XIII. Old Business

- Nurses Week - May 6-12, 2016
The group selected blue silicon cell phone wallets and green RFID protection wallets. Candy will deliver the items to the locals at the March meeting.

Planning HealthCare PSEA – CW LDC – idea is to have the Indiana presenter from AFT at Seven Springs. She indicated that she will even address locals in their own hospital. We could also invite non-union hospitals.

Lisa reported that the Department of Health did not approve the health care child abuse reporting program; legal is now redoing the presentation and will resubmit it. The training may have to be resubmitted for AFT CEU approval. We should get it through the DHS and then get it approved by AFT. The program was not approved because there were Major Revisions to the law over the past 1.5 years. Does the AFT

approve online courses for CEU – Terry indicated no they have not yet – it was unclear if we could get approvals for online courses.

XIV. New Business

- Tim has articles for the PULSE that will be submitted to Candace – if you have any ideas, please send them to Tim.

XVI. Adjournment

Kathy Wolfe moved, Roseann Staniscia seconded to adjourn the meeting at 7:05 p.m.
Motion passed.

Respectfully submitted,

Candace Kuba