



Executive Board Meeting
March 24, 2016
Unofficial Minutes - (NO QUORUM)

I. Call to Meeting - Sandra Zubek, President, called the meeting to order at 10:00 a.m.

II. Roll Call

Sandra Zubek, President
Roseann Staniscia, Second Vice President

Indiana Registered Nurses Association - Katherine Wolfe

Terry Myers, AFT Liaison - ABAF
Nancy Morgan, First Vice President - Absent

Staff in Attendance: Lisa Buettner, Barb Henning, Stephanie Cramer, Tim Tuinstra, Dick McEwen, Annie Slezickey Nisha Banerjee, Fritz Fekete, and Candace Kuba

A quorum was not present.

III. President's Report - Sandra Zubek

Sandy discussed running for office in July, if the others stay on for the next term. There is funding available for delegates from the HealthCare locals to attend the annual meeting in Gettysburg.

IV. Executive Officers' Reports

Roseann reported that they are hoping to attend the AFT conference in Washington DC in April.

V. Treasurer's Report – Lisa Buettner

Lisa reviewed the HealthCare-PSEA Monthly Financial Report for the end of February. The report shows a snapshot of revenues and expenditures, dues income, and fair share budgeted for each local as well as arbitration and member assistance fund amounts. Fair share fee payers listed on the financial report are paying fair share and have been sent a Hudson notice. Annie will send Kathy a form letter to be used to contact fair share fee payers to inform them of the benefits of membership.

Laura Piro reviewed the HealthCare PSEA's 990 for the year ending August 2015. She explained that anyone can request to see this return. Laura requested feedback/comments on the form within the week. Board members were asked to contact Lisa or Candace with any questions. The form will be filed by April 15.

VI. Manager's Report – Lisa Buettner

This information was covered under other agenda items.

VII. Legal Report – Dick McEwen

Dick reported on an arbitration hearing at Somerset involving a grievance on excessive discipline. The hospital admitted that the new administration tried a different approach. Dick is now working on the brief which is due in a week or two. There has been subsequent discipline along the same lines and an additional grievance has been filed.

Legal appealed an unemployment referee finding against a terminated Indiana nurse, and we have been awaiting the decision.

With Justice Scalia's death, the Friedrichs decision at the Supreme Court could end in a tie which would return the outcome to the lower court ruling, which is favorable to us.

NLRB issued a change to an existing rule that will require employers to disclose the names of consultants hired for union-busting activities and disclose the amount that the consultants are paid.

VIII. Service Report – Tim Tuinstra

Tim discussed the PULSE, and informed the Board that staff will not be able to attend the AFT conference, but shared plans for regular healthcare staff calls to help us keep in touch as well as a staff meeting planned for May 10. Staff reminded the Board that there is delegate funding available to attend the annual meeting at Gettysburg.

IX. Local Reports

Stephanie provided an update on Highlands bargaining. The local has no outstanding grievances. There were concerns that hospital funding was diminished, but a recent article stated that they are in the black.

Nisha reported that Bucks County Nurses are in the process of negotiating. Despite having a new HR manager, a new UniServ, and new exec committee they are looking forward to a potential April settlement. A grievance over the violation of Weingarten rights of a nighttime nurse is at the commissioner level and will probably proceed to arbitration. The local is planning to send members to the day of action and advocating for healthcare members in Harrisburg.

Kathy and Barb reported that Indiana is working under an expired contract. The hospital is not interested in a third extension and gave their final last best offer on February 6 at 2:00 am. The Hospital wants the team to take the offer to a vote, with a unanimous recommendation for approval.

Annie is working with Indiana on building community support. Nurse relationships with the steelworkers union during their lock-out have brought about a reciprocal offer of support and assistance during Indiana's bargaining.

The group discussed our local affiliation with AFT/AFL-CIO and that healthcare locals have the ability to attend the local labor council meetings.

X. Legislative Report

A written report was included in the Board packet and was updated yesterday with the news of the governor letting the budget pass without his signature. He will veto fiscal code.

Staff shared information on an upcoming member advocacy event May 10th. The event is being planned in conjunction with other unions and patient advocacy groups and is a Lobby Day around SB1081 on staff transparency. Board members voiced concern that as the bill is written, the hours and census reported will not be helpful; reporting needs to be "real-time". Please spread the word to members to participate in the Lobby Day advocacy. The PSEA Board has approved a position of support on the bill. As we learn more details on the May 10th event, staff will update the Board.

It was suggested that Erika come to a future meeting to report out on how the legislature works and the process for getting a bill to a vote.

XI. Health Care Organizing

Staff reported on a Northwestern region target at St. Vincent's Hospital which is one of the two biggest hospitals in the area. The RAC has a contact, but the first meeting was postponed and he is still trying to get the meeting rescheduled.

In Mideastern region, a potential target is Pottstown Memorial Medical Center with 132 beds. Staff is reaching out through social media, but progress has been slow and challenging. Once the Bucks contract is settled we will attempt to use that as marketing material to start conversations with new targets.

XII. Old Business

- Nurses Week - May 6-12, 2016
Candy delivered the items to Somerset, Indiana, and Highlands. Bonnie Neiman will pick up Bucks County materials at Headquarters in April.
- Child Abuse reporting training is being revised and resubmitted to the Department of Health.
- Board members shared feedback about PSEA local leader tools. The email utility times out and doesn't warn you in advance. The amount of content makes navigation difficult.
- Terry Myers and three Indiana nurses are attending the Professional Issues Conference in Washington DC.
- The nurses' track at Seven Springs was cancelled due to low interest, but staff will provide local CEU presentations if requested.
- The Board discussed procedures to access Training and Organizing Funds and the budgeted organizing support
 - \$500 - room rental
 - \$500 - meals
 - \$500 - contract printing
- The Board is interested in budgeting funds in future years to help defray the costs of room rental for off-site negotiation meetings and contract printing.

XIII. Adjournment

Meeting adjourned at 2:10 p.m.

Respectfully submitted,

Candace Kuba