



**Executive Board/Annual Meeting
Gettysburg Hotel, Gettysburg
July 20, 2016
APPROVED MINUTES**

1. **Call to Meeting** - Sandra Zubek, President, called meeting to order at 4:49 pm.

2. **Roll Call** -

Sandra Zubek, President
Nancy Morgan, First Vice President
Roseann Staniscia, Second Vice President via conference call
Somerset Nurses Association, Valerie Suter
Indiana Registered Nurses Association - Katherine Wolfe
Indiana Registered Nurses Association - Robin Miller
Indiana Registered Nurses Association - Lisa Traister
Terry Myers, Nurse Member-at-Large/PSEA Legislative Committee
Staff in Attendance: Lisa Buettner, Tim Tuinstra, Richard McEwen, Bonnie Neiman, Stephanie Cramer, and Candace Kuba

3. **Approval of October 2015 PSEA HealthCare Minutes**

Kathy moved and Nancy seconded, to approve the October 12, 2015 minutes. Motion passed.

4. **President's Report - Sandra Zubek**

Sandy reported on losing Somerset's arbitration over aggressive discipline - staffing guideline breach. Two more suspensions have occurred for labeling and medication errors. Sandy attended the PSEA House of Delegates and at the HealthCare-PSEA table they worked on getting signatures on SB 2091 postcards to send to State Senators.

5. **Executives Officers' Report**

First Vice President - Nancy attended the HealthCare-PSEA Lobby Days to lobby for SB 1090 - she got her picture taken on the Senate floor. Although, the bill won't receive her senator's vote; she gave it a good try. Sandy thanked her for taking the time to attend the event.

Second Vice President - nothing to update - it will be addressed under local reports.

6. **Treasurer's Report**

Lisa reviewed the May HealthCare-PSEA financials and the draft June HealthCare-PSEA financials and the 2016-2017 budget. She described the process of allocating affiliate revenues to achieve a balanced budget. Unspent funds remaining at the end of the fiscal year are credited toward the exit fee. Lisa explained the 2016-2017 dues chart.

7. **Manager's Report** – Lisa Buettner

Lisa asked for feedback on ideas or topics that the affiliate would like to focus on in 2016-2017. We asked Nisha and Annie to present the one-on-one conversation training earlier because PSEA is currently working on an organization-wide initiative to organize new members and to turn fair share fee payers into members. The PSEA child abuse training is still awaiting state approval. When the training is approved, PSEA will be able to provide it in person, or we also have a platform available where the training can be recorded so it is available to members online. The next meeting is in October; if you would like a training, please notify Terry as soon as possible so she can attain CEU approval.

8. **Legal Report** - Richard McEwen

Dick reported on the unsuccessful Somerset grievance. He feels that consolidating the case may have hindered the case, so it is important to keep grievances moving forward so that we achieve resolution on the issues sooner.

Indiana negotiations - In February, the hospital gave the team their last best final offer - spousal coverage only in the high deductible plan, if they have coverage elsewhere - in June the hospital claimed impasse so they could impose the health insurance changes on July 1st. PSEA filed a ULP. A new mediator was requested by the union and received, and we will try to continue negotiations during the first week of August. The hospital only imposed the health care changes and not the wage increases. We have been assigned an investigator from the NLRB on the ULP charge - she will want to interview members.

9. **Service Report** - Tim Tuinstra

Highland is having an issue with "staffing patterns." The hospital is making all their rooms private which cuts down on the number of patients and helps with staffing ratios, but now we are having difficulty getting patients. Issues are affecting Nancy's and other members' hours. If census does not pick up they may have to lay-off staff. Stephanie reported that she has been working with the hospital on trying to increase the census. Contract has been settled, but now having a difficult time due to low morale, lower pay, volunteer-time, mandated days-off. Trying to hold the hospital accountable to finding doctors to make sure they are doing their part to save the hospital.

Bonnie expressed her excitement for meeting everyone and reported that they settled the contract at Bucks, which made both sides of the table happy. Weingarten right violation grievance is moving to arbitration. Filed another grievance - member and progressive discipline - facing step 4 which is termination. Bonnie is hopeful that the local's new Vice President will become more active.

Barb Henning will be retiring and Tim now has the Indiana Nurses as part of his cluster. Bargaining is to start in Somerset; he's hoping it is not as challenging as Indiana. Will be gathering articles for the Pulse.

Val updated the group on Somerset - they are losing staff and the hospital is not filling positions. On October 1st their OB department is closing. Stroke certified hospital - just now getting 3/12s for the nurses; they will get paid 72 hours with full-time benefits. Sandy feels that the hospital is positioning itself to fight increases during the upcoming contract negotiations.

Kathy reported on issues with the hospital's physicians. She also mentioned the hospital improvements that have been completed. Annie is working on a community campaign - and the Indiana Nurses now have a Facebook page. A group of nurses recently protested at the Hospital CEO's award ceremony. Search for Indiana Registered Nurses Association if you are interested in their Facebook page.

Tim thanked the RACs; they are working very hard for the locals

10. Legislative Report

A written report was included in the packet. Terry is your representative on PSEA Legislative committee. PSEA staff recommends positions on legislation. Please provide any comments on HB 2244 on staffing transparency. By doing so, the staff can use your insight to help form their recommendations on positions. If anyone is interested in attending the Nursing Board meetings, please let Lisa or Candace know.

12. Health Care Organizing Report

PSEA's goal is that this year a one-on-one conversation will be held with every new hire. We would like to discover our new members' interests so that we have information to allow us to reach new members with topics that would connect them to the union. Nisha and Bonnie tried advertising lobby days to hospitals that are not unionized to try to make contacts with their employees. Sandy is embracing technology by using Linked-In to contact staff at other hospitals.

13. Old Business

- A. 2015-2016 LM-2 Allocation of Time forms were emailed to board members. If you have not brought the form with you, please complete it and email or mail it to Candace.
- B. 2015-2016 Conflict of Interest statements were distributed and collected.

14. New Business - Action Items

- A. 2016-2017 Meeting Dates/Conference Calls
Nancy Morgan moved, Kathy Wolfe seconded to approve the 2016-2017 meetings as follows: Tuesday, October 18, 2016, 10:00a.m. and Tuesday, March 21, 2017, 10:00a.m. in the PSEA Johnstown Office; Annual meeting Wednesday, July 26, 2017, 4:00p.m. Gettysburg. - Motion passed.
- B. Approval of 2016-2017 Membership Dues
Lisa Traister moved, and Kathy Wolfe seconded to approve the 2016-2017 Membership Dues. Motion passed.
- C. Election of Officers

Called for Nominations for president.

Sandy turned the chair over to Terry Myers to run the meeting during the election process. No objections. Looking to fill three positions President, First Vice President, and Second Vice President.

- Kathy Wolfe nominated Sandra Zubek for President; Nancy Morgan seconded.

Having no other nominations, nominations were closed. Sandy Zubek was unanimously elected President of HealthCare-PSEA by acclamation.

- Kathy Wolfe nominated Nancy Morgan for First Vice President; Sandy Zubek seconded. Having no other nominations, nominations were closed. Nancy Morgan was unanimously elected First Vice President of HealthCare-PSEA by acclamation.
- Sandy Zubek nominated Kathy Wolfe for Second Vice President, Val Suter seconded.
- Kathy Wolfe nominated Roseann Staniscia for Second Vice President, Robin Miller seconded.
- Kathy Wolfe declined the nomination for Second Vice President. Having no other nominations, nominations were closed. Roseann Staniscia was unanimously elected Second Vice President of HealthCare-PSEA by acclamation.

The chair was returned to Sandy.

15. Adjournment

Kathy Wolfe moved and Sandy Zubek seconded to adjourn the meeting. Motion passed. Meeting adjourned at 7:00pm.

Respectfully Submitted,
Candace Kuba