



**Executive Board/Annual Meeting**  
**Johnstown Office**  
**October 18, 2016**  
**APPROVED MINUTES**

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

2. **Roll Call** -

Sandra Zubek, President

Nancy Morgan, First Vice President

Roseann Staniscia, Second Vice President

Indiana Registered Nurses Association - Katherine Wolfe

Staff in Attendance: Lisa Buettner, Tim Tuinstra, Richard McEwen, Stephanie Cramer, Annie Slezickey, Fritz Fekete, Bonnie Neiman via conference call, and Candace Kuba

Roseann Staniscia moved, Nancy Morgan seconded to adopt agenda with flexibility. Sandy reported that a discussion of hot topics will happen after the meeting so that we can move through the agenda, efficiently.

3. **Approval of July 2016 PSEA HealthCare Minutes**

Nancy Morgan moved and Kathy Wolfe seconded, to approve the July 20, 2016 minutes. Amendment proposed - Section #8 - Legal report should read "spousal coverage only in the high deductible plan - if they have coverage elsewhere" - Motion passed as amended.

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

Sandy did not present a report

5. **Executives Officers' Report**

First Vice President - Nancy indicated that her report will be covered under local reports. Second Vice President - Roseann indicated that her report will be covered under local reports.

6. **Treasurer's Report**

Lisa reviewed the July financials and reported that the August and September financials are delayed due to PSEA closing the books and preparing for their audit. Candace will email those reports to the board when they are received. Lisa also reviewed the 2015-2016 LM-2. Expense reimbursements are not included in the HealthCare PSEA LM-2 because they are accounted for on PSEA's LM-2. Page 24 shows the breakdown of administrative payments made to PSEA for their services, per the affiliation agreement. The President (Sandy) and Second Vice President (Roseann) will sign the report electronically.

7. **Manager's Report** – Lisa Buettner  
Lisa report will be covered under other sections

8. **Legal Report** - Richard McEwen  
Dick reported on the NLRB Unfair Labor Practice charge filed against Indiana Region Medical Center. The investigator spent two days reviewing the information and discussing it with Dick McEwen and Barb Henning. The investigator's report has been sent to the NLRB. The hospital's response to the NLRB references the Cal Tran case which found that any unilateral changes in employment is an unfair labor practice - unless there is an impasse during negotiations. Cal Tran also found that just one issue can tie up the negotiations and can be considered an impasse. Dick filed a response using several HealthCare cases that found that an impasse wasn't reached. Cal Tran case included that union's reporting/indicating that "if the Hospital didn't move forward" (signaling an "impasse"). Dick reviewed the ULP process. If the NLRB finds that there is a ULP, the NLRB will file a charge and then a hearing will be held to determine if the hospital is guilty. Dick discussed strike procedures.

Dick reported on a Highlands nurse's grievance. Dick advises not to delay filing a grievance if the hospital wants to wait until the Board of Nursing issues their findings; that Board takes forever to issue their report.

9. **Service Report** - Tim Tuinstra  
Spoke about the latest issue of the PULSE - talked about being proactive and not reactive. Thanked everyone for their assistance. Tim suggested a statewide meeting in Harrisburg to make it easier for Bucks County to attend a meeting. Bonnie will present the idea to the group - Sandy added that Bucks Executive Committee could also travel to Johnstown because the governance budget includes money for travel expenses. The plan for the March meeting would be to meet Monday evening for an opportunity to socialize and then hold the board meeting on Tuesday. - RSVPs for March meeting should be sent in January.

Tim reported that he is planning to go to the AFT national convention in the spring.

## 10. Local Reports -

Bucks County: Bonnie reported on a grievance proceeding to arbitration alleging favoritism by management toward certain employees. A progressive discipline case was amicably settled. Tuition reimbursements have been denied - having discussions regarding past practices. Changed long standing vacation policy - working on an impasse letter.

Sandy reported that Somerset has two new grievances on staffing guidelines progressing to step three of grievance procedure. Sandy noted that management is failing to follow progressive discipline. Sandy notes that errors could be a result of lack of staffing.

Highlands has a grievance regarding a policy break by a psych nurse. The hospital is losing staff, even long-term experienced staff which is creating problems. Reported that the members are still being mandated for overtime excessively.

Indiana union will be meeting with management later today regarding an ER nurse. They are also representing an experienced nurse, who was suspended.

**11. Legislative Report**

A written report from Erika Brunelle was reviewed. Members were asked to review HB 2244 which is the companion legislation to SB 1081. Exclusion of Observation portion is an issue - four-hour window during eight-hour shift is problematic due to hospital picking lowest census times. Staff will send link to Senate and House bills to allow time for review and feedback to Erika between now and the next legislative session.

**12. Health Care Organizing Report - RACs**

Annie reported on an organizing lead with data techs at Indiana; the group felt pressured from management - may revisit in a year. Annie is seeking names of possible organizing targets. Question posed about PASNAP organizing 3,000 new local members. Bonnie reported on Mideastern Region's attempts at organizing. Fritz and Lisa asked for help from members to identify potential organizing contacts. Building a nurse to nurse relationship between hospitals is the best way to start organizing (one-on-one relationships).

**13. New Business -**

A. A. 2015-2016 LM-2 - covered under the Treasurer's report.

B. Nurses Week - May 6-12, 2017

The group selected a lunch bag and a cell phone charger. Candy will deliver the items to the locals at the March meeting.

**14. Adjournment**

Roseann moved and Nancy seconded to adjourn the meeting. Motion passed. Meeting adjourned at 12:25 pm.

**Respectfully Submitted,**

Candace Kuba