



**Executive Board/Annual Meeting
PSEA - Headquarters, Harrisburg, PA
March 21, 2017
APPROVED MINUTES**

1. **Call to Meeting** - Sandra Zubek, President, called meeting to order at 9:07 a.m.

2. **Roll Call** -

Sandra Zubek, President

Nancy Morgan, First Vice President

Roseann Staniscia, Second Vice President

Indiana Registered Nurses Association - Katherine Wolfe

Bucks County Nurses Association - Tricia Barish

Staff in Attendance: Lisa Buettner, Tim Tuinstra, Richard McEwen, Stephanie Cramer, Annie Slezickey, Fritz Fekete, Bonnie Neiman, Erika Brunelle, Laura Piro, and Candace Kuba

Kathy Wolfe moved, Roseann Staniscia seconded to adopt agenda with flexibility. Motion passed.

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

Nancy Morgan moved and Kathy Wolfe seconded, to approve the October 18, 2016 minutes. Amendment proposed - Indiana Regional Medical Center (Legal Report). Motion passed.

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

Sandy did not present a report. Kathy voiced concern regarding updates to the HealthCare-PSEA website.

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 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. A discussion regarding the exit fee occurred. Lisa reported on the Janus case and the pending decision of outlawing fair share fees.

Lisa reviewed PSEA's budget development timeline. The HealthCare-PSEA budget will be presented at the annual meeting in July. PSEA projects the revenue based on membership.

Laura Piro reviewed the HealthCare PSEA's 990 for the year ending August 2016. She explained that anyone can request to see this return. Laura requested feedback/comments on the tax return within the week. Board members were asked to contact Lisa or Candace with any questions. The form will be filed by April 15.

7. Manager's Report – Lisa Buettner

Lisa's report will be covered under other sections. She reminded the group about the May PSEA House of Delegates HealthCare PSEA table. Nancy, Terry, and Sandy will attend and staff the table. We will work with GR and Communications staff to develop an advocacy postcard on staffing transparency.

8. Legal Report - Richard McEwen

Dick reported on the number of grievances. The parties are being offered panels with arbitrators from Baltimore/Ohio, etc. (due to Northeast US being a region). There was a discussion regarding grievance, arbitration timelines and the outstanding grievances at Indiana. Dick and Tim will schedule grievance prep dates.

Highlands consolidated two grievances into one. A member was suspended and subsequently fired.

9. Service Report - Tim Tuinstra

Good news to report - two settlements - Indiana Nurses - finalizing and signing in the next few weeks.

Somerset - TA last Thursday night - larger than historical pay raises - held the line on health care and retirement.

The Statewide AFT conference is later than usual - May 31 to June 3 in Washington DC - there is funding for eight members (2 per local) - unused funds from any of the locals not sending two members may be reallocated to fund more than two from other locals.

PULSE being mailed; a copy is included in your packet - message on the front from Sandy - one of the issues being demonstrated today is the funding of Medicaid/Medicare in rural areas. Suggestion was made that a link to AFT advocacy on the issue be placed on the HealthCare-PSEA website.

10. AFT Liaison Report -

Terry Myers reported that Katherine Kany has left AFT - Nurse planners are now going through the Ohio Nurse association.

11. Local Reports -

Bucks County - Grievance on favoritism is moving to arbitration - interesting case - member forced to withdraw a grievance in order to get a supervisor position. This situation gave Bonnie the opportunity to discuss with the hospital how its legal department is causing ULPs. Also allowed the opportunity for the local to have conversations with HR and the labor-management relationship has improved. This is the first time the local contract was signed prior to its expiration.

Indiana - skeptical of the contract - hospital not following what has been agreed upon. Echo Consultant Group has recommended 40 changes.

Terry Myers reported that she accepted a leadership/management position at the Armstrong Hospital in the hopes that she can make it better on her floor. Most of the leadership that brought in PASNAP have left the hospital and she's not sure who is running the ship.

12. Legislative Report

Erika Brunelle presented her report and spoke about the Capitol tour and drop-bys that she scheduled for the afternoon.

13. Health Care Organizing Report - RACs

Indiana Hospital - data techs (100 potential members) - staff met with representatives of the group over the summer - indication of some resistance from the ranks during contentious bargaining - since the nurses ratified with 4% increase - staff has reached out again and is waiting to hear from the contact.

In June 2018, Armstrong's contract expires - hoping to make some contacts and make inroads to get the group back with PSEA

Looking for connections between our Nurses and Student Nurses - trying to get information on the SNAP program (representation or training). Please reach out to Annie or Fritz if you have any contacts.

Suggestion to consider continuing education for students and for our members - better off targeting our existing locals and then promoting to other local hospitals; in order to build membership engagement.

Encourage local leaders/members to get involved with your County Labor Councils - show up as a non-voting member to introduce yourself and to hear the conversation of other unions. AFT Local 5120 - need to explore AFT's agreement with the Councils regarding per caps.

Come prepared to Gettysburg we need ideas on training topics for presentations throughout the year.

Fritz has a lead at Uniontown Hospital but can't get him to return his calls. Southwest Region officers have expressed support to rekindle a drive at Uniontown. If anyone knows anyone who works at Uniontown with whom Fritz could follow-up, please contact him.

Discussion regarding organizing occurred. The HealthCare-PSEA guidelines for staff organizing a new local association are as follows:

- A. The Labor Representatives will do an assessment of every organizing call they receive for the purpose of deciding if the unit is appropriate for organizing.
- B. The Labor Representatives will not attempt to organize any unit smaller than 50 individuals or greater than 500, although there may be exceptions which will be assessed by staff.
- C. Implement Phase 1:
 1. Our focus will remain on organizing RNs.
 2. We can organize LPNs and technicians in those units where HealthCare-PSEA already has RNs and the RN local supports inclusion or where simultaneous RN/technical drives are going on.
 3. Organize other "Health Care Professionals" where we already represent RNs and RN local supports inclusion or where simultaneous drives are going on.

At certain points throughout the meeting, PSEA's Executive Director, President, Vice President, and Treasurer introduced themselves and visited with the group.

14. Old Business -

A. May 31-June 3, 2017 Professional Issues Conference in Washington DC

15. New Business -

A. The next meeting will be held at the Gettysburg Hotel on Wednesday, July 26, 2017 at 2:00 p.m.

15. Adjournment

Nancy Morgan moved and Tricia Barish seconded to adjourn the meeting. Motion passed. Meeting adjourned at 12:15 pm.

Respectfully Submitted,
Candace Kuba