



Executive Board/Annual Meeting
PSEA - Headquarters, Harrisburg, PA
July 26, 2017
APPROVED MINUTES

1. **Call to Meeting** - Sandra Zubek, President, called meeting to order at 2:04 p.m.

2. **Roll Call -**

Sandra Zubek, President
Nancy Morgan, First Vice President
Roseann Staniscia, Second Vice President
Indiana Registered Nurses Association - Katherine Wolfe
Indiana Registered Nurses Association - Lisa Traister
Somerset Nurses - William Carnell

Staff in Attendance: Lisa Buettner, Tim Tuinstra, Richard McEwen, Stephanie Cramer, Annie Slezickey, Jimmy Gilbert, Bonnie Neiman, and Candace Kuba

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

3. **Approval of March 2017 PSEA HealthCare Minutes**

Nancy Morgan moved and Lisa Traister seconded, to approve the March 21, 2017 minutes. Amendment proposed - 3 - Regional Medical Center and #11 withdraw.
Motion passed.

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

Sandy introduced Bill Carnell as Somerset Nurses President. Vice President - Casey Brown, Secretary - Kristen Judy Yoder, Treasurer - Lori Saylor. Reported on Jerry Oleksiak's appointment to Labor and Industry Secretary. Dolores McCracken will become President, Rich Askey will become Vice President, and Jeff Ney has been appointed Treasurer. Effective September 2, 2017.

5. **Executives Officers' Report**

First Vice President - nothing to report.
Second Vice President - Roseann indicated that her report will be covered under local reports.

6. **Treasurer's Report**

Lisa reviewed the June HealthCare-PSEA financials and the 2017-2018 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 2017-2018 dues chart.

Lisa reviewed the HealthCare-PSEA Monthly Financial Report for the end of June 2017. 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.

Discussed the PSEA organizing initiative. Annie will be happy to assist Indiana Nurses with their efforts to reach out to fair-share fee payers.

The HealthCare-PSEA budget that was approved by the PSEA Board of Directors was presented. PSEA projects the revenue based on membership. Lisa explained the proration of staff salaries for staff support of HealthCare-PSEA. Discussed Training Funds and Assistance Grants.

Questions were asked regarding CEUs for Nurses. Lisa indicated that she has spoken with PSEA's Education Services Division regarding the potential of offering CEUs for Nurses. Please forward Lisa names of Universities that HealthCare-PSEA could possibly affiliate with to offer CEUs to the members. Lisa will seek volunteers from HealthCare-PSEA to discuss solutions with the new Director of Education Services.

7. Manager's Report – Lisa Buettner

Lisa's report will be covered under other sections. Covered some logistical items - menu selections - name tags and social tickets are available for the PSEA Campus activities. Introduced staff and new board members.

8. Legal Report - Richard McEwen

Dick reported on the number of grievances. Filing of a brief on one of Indiana grievances has been postponed until August 4. Gave an update on an unemployment comp meeting for a Highlands nurse who was dismissed. Several grievances at Indiana; trying to schedule hearings. Working to select arbitrators for two newer cases. Three settlement offers that he will discuss with the Indiana group.

9. Local Reports -

Bucks County - Bonnie Neiman reported on a Labor Management clause in the contract - quarterly casual meetings. They have begun to hold the meetings. Have been able to resolve a few issues during these meetings. Reported on the point system that is given to RNs for being late, but shouldn't be given to the sub-group of supervisors. Discussed ideas for getting Bucks County to attend HealthCare-PSEA Board meetings.

Indiana - Kathy reported on contract signing and the changes to healthcare co-pays. Lisa Traister reported on the Anti-Bullying campaign that was organized. Also gave out binders with hospital policy, grievance forms, behavioral forms, etc., so that each floor has a binder. If you would like a copy of the PowerPoint, please contact Lisa. Presentation could be used to get AFT Nurse Planner CEU credits. Terry Myers will contact AFT to work on getting the course approved. If approved, we will schedule a train the trainer at the March board meeting. Kathy reported on employee issues.

Somerset - Bill reported on Somerset's contract agreement with the hospital. High turnover rates and hiring bonus. Changing salary schedules for LPNs because RNs are becoming scarce.

Highlands - The hospital implemented a \$5,000 hiring bonus. Allowed to hire five new employees with the \$5,000 bonus with stipulations. Stephanie reported on the hospital's

high turnover rate and change in executive officers - the local's treasurer resigned from the hospital, so they are working to get a new one.

Tim updated the group on the forthcoming issue of the PULSE.

10. Legislative Report

Erika Brunelle provided a written report and asked for any ideas and follow-up on the staffing transparency legislation.

Terry provided an update to the group on the discussions that occurred in her Government Relations class this week. A personal message to a legislator causes more of an emotional response. Such a message makes legislators notice the correspondence.

Suggestion that we add a personal message space on future HealthCare-PSEA post cards. Terry spoke with a legislator on how evaluation reviews affect their hospital scores - asked him to keep in mind how answers can skew the results.

Any comments on legislative issues should be sent to Terry and Candace.

11. Health Care Organizing Report - RACs

Looking at ideas for presentation topics to offer to members. AFT does not provide CEU presentations as part of their member benefits for their members. Reached out to another presenter - only presents Nurse job protections. Annie reported on her work with Mandy Nace, PSEA Communications staff, on how to update HealthCare-PSEA's website. Would like to make the new website mobile friendly, will have a "draft" in August with completion in September. Please email any ideas that you want to see on the website, to Annie at aslezickey@psea.org.

AFT does have some member benefits - you must request the information directly from AFT and they will send you member benefits packets for your members. Annie reported on the one-on-one training that we held at last year's annual meeting. If you are interested in holding one-on-one training within your local, please contact your region advocacy coordinators.

AFL-CIO Labor Councils - Jimmy Gilbert worked for AFL-CIO and offered some background on the national affiliations. Two ways national unions affiliate with locals - AFT national affiliate pays their per cap for all their affiliates. Easier to affiliate with the council at your work site. Philadelphia or Allentown labor council could provide more information.

Recognition to Indiana Nurses for their Anti-Bullying Campaign for a great job!

12. Old Business

- A. 2016-2017 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. 2016-2017 Conflict of Interest statements were distributed and collected.

13. New Business - Action Items

- A. 2017-2018 Meeting Dates
Nancy moved, Roseann seconded to approve the 2017-2018 meetings as follows:

Tuesday, October 24, 2017, 10:00a.m. in the Johnstown PSEA Office and Tuesday, March 13, 2018, 10:00a.m. in the PSEA Harrisburg Office; Annual meeting Wednesday, July 25, 2018, 2:00p.m. Gettysburg. - Motion passed.

B. Approval of 2017-2018 Membership Dues

Nancy Morgan moved, and Bill Carnell seconded to approve the 2017-2018 Membership Dues. Motion passed.

C. PSEA Committee appointments/elections

It would be great if HealthCare-PSEA members were a voice on PSEA committees.

HealthCare will be included on the Collective Bargaining Committee.

Roseann moved, and Sandy seconded the appointment of Terry Myers to PSEA's Legislative Committee - 2017-2019.

Sandy would also like to have someone on the Collective Bargaining Committee - the commitment would include traveling to Harrisburg overnight and expenses would be reimbursed.

The question was raised regarding the minimum number of staff to organize nursing homes - 50 staff/potential members. Cannot go below 25 staff/potential members without Executive Director approval.

14. Adjournment

Nancy moved and Lisa Traister seconded to adjourn the meeting. Motion passed. Meeting adjourned at 5:20 p.m.

Respectfully Submitted,
Candace Kuba