



**Executive Board/Annual Meeting**  
**PSEA - Central-Western Region - Johnstown**  
**October 24, 2017**  
**APPROVED MINUTES**

1. **Call to Meeting** - Sandra Zubek, President, called meeting to order at 10:05 a.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 Briscoe and Candace Kuba.  
  
Nancy Morgan moved, Roseann Staniscia seconded, to adopt agenda with flexibility.  
Motion passed.
  
3. **Approval of July 2017 PSEA HealthCare Minutes**  
Kathy Wolfe moved, and Nancy Morgan seconded, to approve the July 26, 2017 minutes as amended. Motion passed.
  
4. **President's Report - Sandra Zubek**  
Sandy expressed her desire to move the agenda and discuss hot topics at the conclusion of the business meeting
  
5. **Executives Officers' Report**  
First Vice President - Nothing to report until local reports section.  
Second Vice President - Nothing to report until local reports section.
  
6. **Treasurer's Report**  
Lisa reviewed the HealthCare-PSEA Monthly Financial Report for the end of August 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.  
  
Lisa also reviewed the 2016-2017 LM-2. Expense reimbursements are not included in the HealthCare PSEA LM-2 because they are accounted for on PSEA's LM-2. Page 18 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's reported on the Janus case and the all-membership survey. Discussed the ongoing organizing efforts to reach non-members, uninterested members, and fair share fee payers. PSEA is working to roll-out a five-question online or paper survey.

8. **Legal Report** - Richard McEwen

Dick reported on the number of arbitrations - received a disappointing decision on an Indiana case, due to the arbitrator finding that he didn't have jurisdiction because of the delay in choosing a panel and filing the arbitration.

Highlands hearing for terminated nurse - briefs are pending, they are due sometime in November.

Grievance in Indiana on telemetry staffing - contract provides guidance but includes a provision that allows float staff to cover vacancies - grievance filed due to short-staffing in telemetry. Brief is due in a couple of weeks. Another grievance in Indiana; will prep on Friday. Working on settlements for a few grievances. Roseann spoke about her local's outrage at the arbitration that they lost. Discussions continued. Sandy offered that we set a day to bring everyone together to educate and review contract language.

Due to the increased number of grievances being filed - a more concerted effort of communication will be made - loop Dick in before the grievance is moved to arbitration. Explained that arbitrations must be tied to contract violations.

9. **Service Report - Tim Tunistra**

Tim announced that grievance training will be held at the March 13, 2018 meeting.

Tim reported that he is working with AFT to set-up a training on how to review Hospital Financing for Indiana nurses and other locals. Tim will schedule a webinar with the AFT financial professional.

Former PASNAP director has been charged with stealing at least ¼ of a million dollars. This could lead to more scrutiny of HealthCare unions.

Tim did a very nice job presenting Social Media to the Indiana Nurses. Bill inquired as to whether these meetings could be open to other locals.

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

10. **Local Reports**

**Bucks County** - Nothing to report.

**Indiana** - Having an issue with float nurses - inpatient and surgical. Kathy has requested the job descriptions and will review whether there is a past practice that keeps the categories separate. Hospital wants to hire PA's to replace RN first assistants.

**Somerset** - Bill reported on an issue that affects him personally and changes that the hospital has made to the contract regarding hours worked toward earning vacation.

**Highlands** - Nancy reported on hospital offering \$5,000 signing bonus - no new hires. Hospital is requesting volunteers for cross training to psych - employees voted it down because of the call-off situation.

Sandy responded to concerns raised and spoke emphatically regarding working together and moving forward to build a stronger union.

**11. Legislative Report - Erica Brunelle**

Nothing new to report on the state front - SEIU lobbyist and Erika met with the R & D policy chairs in the house to gauge interest in doing a joint hearing on nurse issues. Specifically, the nurse staffing transparency bill. Still no concrete commitment on a bipartisan hearing, but the Republican chair did promise to follow-up. At the very least we will be able to get a hearing from the Democrats. Erika is exploring a survey of HealthCare-PSEA members similar to survey questions SEIU asked of their nurse membership. The goal would be to show strong support around nurse staffing issues, which could lead members to more advocacy on staffing transparency.

Any comments on legislative issues should be sent to Terry and Candace. There will be a training for HealthCare-PSEA members in March on legislative advocacy.

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

Annie handed out an updated membership roster. She explained that highlighted names are fair share fee payers. She followed up on the July meeting question regarding county labor councils - yes AFL CIO should cover the costs of per caps. You may find that they cover a state cap, but not a local or county one. Contact Annie for additional information. The HealthCare-PSEA website has been redone and now is in a new format. Annie will follow-up on non-working links. Please contact her if you find any issues. Also looking for "Frequently Asked Questions" to add to the website. Please email the questions to Annie. Armstrong's contract expires in June 2018, so we can begin solicitating in January; if you have any contacts, please send the information to Annie so that they can begin circulating cards.

**13. Old Business**

- A. 2016-2017 LM-2 - covered under the Treasurer's report.
- B. Nurses Week - May 6-12, 2018

**14. Adjournment**

Roseann Staniscia moved, and Nancy Morgan seconded to adjourn the meeting. Motion passed. Meeting adjourned at 1:39 p.m.

**Respectfully Submitted,**  
Candace Kuba