

April 25, 2025

RCHEA General membership meeting minutes

Meeting was called to order at 5:00 pm

Welcome statement by Pat VanHorn, Member at Large

I. Old business

- a. Grievance update – although we had numerous disciplinary actions only one resulted in a grievance
- b. Negotiations Update - Negotiations will start May 4, 2023. The negotiation team has been meeting with admin monthly for the last six months to review MOU language in preparations for our upcoming negotiations. Negotiation updates will be posted to the website.
- c. Minutes from last meeting
 - a. Deferred as last meeting only 1 member attended so meeting was cancelled.

III. Treasurers Report

It was reported that there is \$140,025.85 currently in association account. Motion was made to approve minutes as presented.

IV. New business

- a. Discussion from members regarding lack of meetings and communication during Pandemic.
 - i. Board to explore instituting zoom meetings for future meetings. Lisa Denny will follow up with Michael Allen, RCHEA attorney, regarding establishing zoon meetings after next meeting date is set.
 - b. attention was brought to the members that meeting flyers are not being posted in outlined clinics despite flyer notices being faxed and sent by interoffice mail to all clinics.
 - i. Suggestion was made to form a phone contact to outlying clinics when we fax notices to verify they have received notifications.
 - ii. Anna will follow up with management to request managers cooperation when notices sent.
 - c. Members inquired how many Job stewards/Union reps do we have and should we add more.
 - i. We will discuss with RCHEA attorney
 - d. Website. The Board announced our Website (www.RCHEA.com) is up and running, to include an option to leaving a message with the Board of Directors. Information available on the website is:
 - 1. MOU
 - 2. Job steward contact
 - 3. By laws
 - 4. Board of directors
 - 5. Minutes of prior meeting
 - 6. Scheduled future meetings
 - 7. Negotiation updates
 - 8. Newsletter
- e. Discussion of implementation of departmental representatives to relay information, questions, and concerns to be brought to general membership meetings. It was suggested that these representatives would be paid \$50.00 each. We will look into how many departments there are and how many representatives are needed and financial impact, and bring back to next meeting.

- f. Dues - Members asked if dues must be paid.
 - i. Yes, it is a condition of employment as we are a closed shop. However, an employee who chooses not to be a member, without voting rights, at the end of the calendar year can contact the association and have their dues submitted to a recognized non-profit charity in their name.
 - g. Bylaws. It was suggested that there is a concern that our bylaws are outdated.
 - i. Jodi will suggest updates and submit at next meeting and to be reviewed by Board of Directors and association attorney.
 - h. How many members do we have?
 - i. We will get that number
 - i. Roberts Rules of Order- There was concern that the Board was unaware of Roberts Rules of Order. However, Pat reported that we follow Roberts Rules and although we have Roberts Rules book it is old, however noted that a current Roberts Rules can be found on line.
 - i. New Roberts Rules of Order will be ordered
 - j. Concern was voiced that the Board of Directors does not have a secretary and instead has combined secretary/treasurer. Response was that no one was appointed secretary as we have elections coming up in October and a secretary will be elected and appointed at that time.
- Meeting was adjourned at 6:50

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| 2023 RCHEA BUDGET (projected) | |
| DUES | \$106,000.00 |
| Attorney/union rep/negotiators | \$76,000.00 |
| Website | 1,497.00 |
| Gifts | 2,500.00 |
| Office supplies | 200.00 |
| Travel | 200.00 |
| Assoc cards | 125.00 |
| Tax consultant/bookkeeping | 975.00 |
| MOU copies | 1,500.00 |
| Misc | 500.00 |
| TOTAL | \$83,497.00 |