

7/25/23

## RCHEA general membership meeting minutes

Meeting was called to order at 5:00 pm

Anna announced board members present: Anna Marcelino, President, Lisa Denny, Vice President, Librada Cardinas, Secretary/Treasurer and Pat Van Horn, Member at Large.

### Minutes:

Lisa read the minutes from last meeting in April, motion was made to accept minutes as read, seconded and passed.

### Treasurers report:

Anna reported balance in association account \$136,901.55, motion was made to accept as reported, seconded and passed.

### New business:

Nomination for RCHEA board of directions will be in October and Anna reported on the process of elections as noted in our Bylaws. Those nominated must be able to fill position for the length of MOU contract which will be 2 years. She also spoke of the importance of having at least 1 board member with experience stay on the board.

RCHEA Know your Rights Cards are still being handed out.

Website is not being viewed by very many members yet, so we need to get the word out.

**Negotiation update:** it was reported that we are down to financials and have had several proposals and counter proposals but admin only offering 4% which is unacceptable and we are not budging on getting more. Our last proposal was 5% retro to 7/23, 5% in 2/24, 5% in 6/24. There was discussion of contract running out and talk of informational picketing if admin does not consider a higher increase. It was mentioned that Tribal Health is getting a 9% increase and we are losing many of our staff to Tribal Health.

There was discussion of not being able to find where it written in our MOU about calling in sick and how sick days are counted. Pat noted that that information is an administrative policy and can be found on the connect page.

Also, there is a problem with new hires having a preference of not working weekends.

Also, discussion of when picking up extra shifts and then being called off. Also problem with extra shift bonuses.

Order of call off for shifts was discussed; travelers or corporate float and who has priority.

Jodi shared her suggestions for Bylaws changes with copies to members and Board of Directors. These will be sent to Assoc atty for legal advice.

**Job steward update:** Anna reported we had approximately 10 issues that did not result in a grievance, there are 2 outstanding issues that Lisa is working on.

Anna reported that Arsen has agreed to be a union rep and will shadow Lisa Denny when issues arise. He will be the person nursing staff can report issues to forward to job stewards.

### Old Business:

Talk of zoom meetings or other ways to communicate with members when having general membership meetings. Arsen said he would look into zoom. Also Google Classroom was discussed and Jody and Katie will look into that as an option.

Anna reported we still have not found anyone willing to be secretary to finish out this year.

Anna reported we have purchased a new Roberts Rules of Order as the one we had was from 1996.

## Open Forum:

Jodi read the Bylaws changes she presented and handed out to members. It was reported that we will forward to assoc atty for review and discuss again next general membership meeting.

There was discussion of appointing a person in each unit as a go to person when employees have issues, then report to job stewards.

It was noted that new hires do not have knowledge of association. Lisa will now be going to new employee orientation to make new hires aware of association.

It was noted that we currently have an average of 380 employees and this number fluctuates as several employees leaving to go to Tribal Health.

There being no further discussion in open forum, the meeting was adjourned at 6:40 pm.