May 20, 2024 Minutes

RCHEA GENERAL MEMBERSHIP MEETING

1. Anna called meeting to order at 6:35 p.m.
2. BOD present: Anna, Librada, Arsen, Tina and Pat via phone.
3. Michael Allen, assoc atty was introduced.
4. MINUTES: from last meeting held in November, 2023 were read. Motion made and seconded to accept minutes as read.
5. TREASURER'S REPORT: $145,472.00 in assoc acct as of today. Motion made and seconded to accept report as presented.
6. BYLAW changes: were read and motion made to accept and adopt amended bylaws, seconded and passed.
7. GRIEVANCE UPDATE: was given by Anna who stated we have an average of about 3 issues a week. Anna reminded all to let a job steward/union rep know when work issues arise. Never go to a disciplinary meeting without representation. Stop a meeting and ask for a rep if needed. Assoc "know your rights" cards are available . Also, they can contact a steward at our website at www.rchea.com
8. NEGOTIATION UPDATE: Anna reported we continue to meet with admin at least monthly to discuss issues. We still need an RN on team.
9. OPEN FORUM: Much discussion about various issues regarding time off: low census time off, provider not available and hours cut, time off without pay, Twenty four hours of time off without pay if you have 160 hours PTO on books, time off using ESL vs PTO, if you have over 300 hours PTO you can use ESL for doctors appts or sick pay. Also, discussion about working holidays, also if manager changes your hours, how much advance notice should

be given to employee as a 2-week notice is not enough time.
Some managers may try to use the "Employee Handbook" when referencing policy but should be aware our MOU supersedes the handbook.

Meeting time was discussed and Anna noted that we will try one more meeting at 6:30 to see if employee attendance increases. Next meeting will be August 5th at 6:30 and date will be posted on website and throughout all departments as usual.

ADJOURN:there being no further business, the meeting was adjourned at 7:51 p.m.