

AUGUST 5, 2024

RCHEA General Membership Meeting

MINUTES

CALL TO ORDER: Anna called the meeting to order at 6:30 p.m.

BOD PRESENT: Anna, Tina and Pat via phone.

MINUTES: Tina read the minutes from prior meeting in May 2024. Motion to accept as read and motion passed.

TREASURERS REPORT: Anna stated there is a balance of \$149,192.00 in association account. Motion made to approve as read and motion passed.

OLD BUSINESS: Discussion about meeting times and different ways to increase participation. A week prior to meetings, meeting notices are hand carried to all departments in the hospital, put in mail boxes and faxed to all outlying clinics as we have always done and yet a few employees are not getting notification. Anna to check with Arsen about Zoom meetings. It was decided to keep meeting time at 6:30 p.m. but will try having meeting on Wednesday instead of Monday.

GRIEVANCE UPDATE: Current job stewards/ reps are Anna, Librada, Pat, Arsen, Maria and Bill. Also, concerns can be addressed on the association website at www.rchea.com under "contact". The importance of reading the MOU was

discussed and more “Know your rights” cards will be ordered and passed out to members. There have been employees that are getting “final warnings” as management not following disciplinary procedure as outlined in the MOU. There was also a question of new employees not being told about association during their orientation as Lisa used to do. Anna will check with HR.

NEGOTIATION UPDATE: Current negotiators are Anna, Librada, Pat, Maria, Arsen and Bill. Admin canceled our last meeting in July and there are no updates.

NEW BUSINESS: There was no new business.

OPEN FORUM: Issues of calling off timely before shift, showing up and being called off, charge nurse pay issue (\$1.50 vs \$2.50), request for time off, holiday, vacation etc. Crack down on overtime is resulting in management looking at 10 and 12 hour shifts currently and may be implementing shift changes, employees should contact a job steward if there is a problem. There is a problem with accessing our website on mobile phones making it difficult to see home page as seen on our computers and having to search for notices etc.. Pat will check with our web designer to see what can be done to make it more user friendly and same as on computers.

ADJOURN: There being no further business, the meeting was adjourned at 7:50 p.m.