

November 6, 2024

MINUTES RCHEA General Membership Meeting

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

BOD PRESENT: Anna, Librada, Tina and Pat via phone.

MINUTES: Tina read minutes from prior meeting, motion made to accept as read, seconded and approved.

TREASURER'S REPORT: Librada stated there is a balance of \$157,815.24 in association account. Motion made to approve as read and motion passed. 2nd motion made to approve and passed.

OLD BUSINESS: Arsen was not present to discuss the initiation of Zoom Meetings. Anna will get information from Arsen and pass this on.

Since changing time of meeting to 6:30 PM starting on with our August 5th meeting our attendance still has been low. On August 5th we had 5 attendees outside the board. For tonight's meeting, we had 3 attendees outside the board. It was decided due to lack of attendance and time change we will go back to 5PM and try to have the meetings on the 2nd Wednesday quarterly. Our next meeting will be in February, 20025.

We discussed the Website configuration for cell phones. Since this is out of the website control we suggested using your home computer to access the website.

New RCHEA Know Your Rights card have been received. Each Board member and Stewards will have cards for you.

Notice of our meetings will continued to be passed out to each department in the hospital, interoffice all clinics and faxed to all clinics.

GRIEVANCE UPDATE: A discussion was had regarding the amount of grievances that we have had. REMEMBER, if you are being disciplined please have an association rep with you. Most of our grievances presently are due to not following the tardiness and call off policy. Please give your Lead/Manager enough notice, if possible, if you are going to be late or have to take the day off. Please read your MOU. (Anna will check to see if association member must call in at least 2 hours before their shift starts). Calling off and coming to work late is an occurrence.

There appears to be issues between co-workers not getting along. You must follow the chain of command. Recommendations are: Talk to the co-worker and see if the issue can be resolved. If not, then bring it to your superior's attention. If nothing is resolved go to the lead or Director o your department. Still not resolved, either call a member of the MOU BOD or HR. Bullying and harassment are taken very seriously and will not be tolerated.

NEGOTIATION UPDATE: We continue to meet with Leadership but due to the fire, last months meeting was cancelled and no negotiation update at this time.

NEW BUSINESS: None presently

OPEN FORUM:

It was stated that Don Smith – Chaplain is conducting the Orientation of new employees. Anna will ask, (again) or Don himself if Paul Harvey can represent the Association at orientation time, explaining the MOU and Know Your Rights. He will also pass out cards at that time.

Critical staffing Pay: When is Critical Staffing Paid? Is it for all extra shifts picked up? Anna will check to see if this is in the Handbook. If not, we should add to the MOU.

KIN CARE: How does this work. Anna will check the Handbook.

CALL OFF: Where does it say we should give management at least 2 hours notice before start of shift. Anna will find out.

Called off: FRO vs OT order. (page 30 MOU 7.3) Anna will look into this. There should be a rotation list in each department (MOU page 30 7.2 (b) 4. (Richard, If an employee request day off and the censes are low, they should be called off first. If there are no volunteers to call off, OT employees should always be called off NEXT???????) Financially OT should always be called off first. MOU needs to be changed to reflex this during negotiations.

RADARS: These are not being kept anonymous and creating a hostile work environment between Co-workers. I will bring to Hr's attention.

CALL PAY: Do you have to use PTO when you are on call? Call pay has gone up to \$23.00 an hour, which showed up on employees pay stub last pay period. This increase is coming from the State of California. Even though this was a pleasant surprise, it would have been nice if HR had sent out a memo. Anna will mention to Richard.

FLYER: Krissie, RN graciously volunteered to make up a flyer/Poster explain the MOU, dates of meetings, Know Your right, etc. She did a beautiful job. Anna will get the first flyer distributed next week and get a poster made up soon.

RNII Pay rate: Anna will check exhibit A when she returns to work Monday.

SCHEDULE: An associate had an issue about having a set schedule and Manager changed it. (one time) Anna checked into it and Manager did change schedule within the appropriate time frame due to staffing issues, but could have been discussed with associate instead of saying, your schedule has been changed. This was explained to associate.

LEADERSHIP MEETING: Anna will ask Richard when our next meeting is scheduled for.

HOLIDAY SCHEDULE: Holidays should be rotated even if your regular schedule falls on a holiday. (example: If your schedule has you off every Thursday and you had Thanksgiving off last year, it does not mean you will get Thanksgiving off this year).

HOLIDAY BONUSES: We discussed giving all MOU associates a bonus this year. It was agreed upon. We will give out the bonuses December 11th and 12th. December Anna will ask for volunteers to help with this. Anna asked HR to get us a list of paying MOU associates.

ADJOURN: Meeting was adjourned at 8:00 PM.