

2/05/25

MINUTES: RCHEA General Membership Meeting

CALLED TO ORDER: Anna called the meeting to order at 5:04 PM.

BOD PRESENT: Anna, Tina and Pat via phone.

MINUTES: Tina read the Minutes from November 6, 2025. Motion made to accept as read, seconded and approved.

TREASURERS REPORT: This report was deferred due to not having accurate figures. HR have not deposited our dues from November, December and January due to Jackie being on leave. HR is aware of this and working on it.

OLD BUSINESS:

Zoom meetings - We are still trying to work on this. Hopefully we can come to some resolution to increase our attendance at our General Membership Meetings.

Orientation - It was brought to my attention that Don Smith, Chaplain, just had a new orientation a few days ago. I will speak with Don reminding him that Paul Harvey will attend these orientations to explain the MOU to all new employees.

Critical Staffing – This will be brought up during negotiations since it is not in the MOU or handbook. There is a policy.

Call offs – This will be brought up in negotiations.

Radars – Anna brought to the attention of HR that these are not being kept confidential. He will talk to Directors.

Call pay – I continually bring up with HR controlled and uncontrolled Standby. During our meeting we discussed getting paid from time we get the hone call to come in, Call should be uninterrupted, travel time, milage (flat fee). These will be brought up during negotiations.

RN II pay rate – Lets bring back the Clinical ladder.

Schedules - This was discussed with Directors.

Leadership meeting – Next meeting is February 11, 2025

Holiday schedules – No issues for 2024. Night shift loses time and money. Will bring up during negotiations.

Holiday Bonus – Were given out in December to RCHEA members.

GRIEVANCE REPORT: - Please read your MOU. The increase in grievances is tardiness, absenteeism Directors giving staff wrong information and co-workers not getting along. Please remember to be professional. Try to resolve conflict before it goes too far.

NEGOTIATION MEETINGS: Negotiations will be starting soon. Please send me your changes or new issues that you would like us to discuss.

NEW BUSINESS:

Kitchen: With prices going up everywhere it is no surprise that our kitchen prices have also gone up. We have noticed some double charges. Please check your pay stubs. Get a receipt. If there is an issue e-mail Matt or Angela. It was also brought to my attention that the kitchen is no longer using the back door for the clinic to pick up their phone ordered lunches, so again there is a delay in the kitchen. I will bring this up with Matt or Angela.

Immigration flyer: (Anna will get the correct name)..Please read.

Handbook: We should have all gotten the 2025 Handbook. Please read and sign. REMEMBER – this handbook does not supersede the MOU.

OPEN FORUM:

Dress code: Please follow the dress code. Dress professional.

Vending machines: Vending machines are being asked to be brought back especially for the night shift. The kitchen closes at certain times to clean, etc. and by the time they open up again the night shift staff are already working and sometime cannot get to the kitchen. House Supervisors cannot relieve for lunches.

HRO/PTO: Staff are not being asked to job share. Many providers are off and the staff are either out of PTO (because they have to use it when the providers are off) or not allowed to use HRO. Managers are not working with staff.

Longevity Bonuses: Bring it back. If we can afford to give out bouses for new hires or for staff referring potential employees, we should be able to bring the longevity bonus back, We will discuss during negotiations.

Managers are not following the MOU. I will discuss with HR.

Mandatory meetings: Do staff have to clock out? Managers are telling them yes. I will bring up with HR.

No strike clause: Pat explained we cannot strike but we can do informational picketing.

MOU laws: Staff asked if Michael could come up and explain MOU LAWS. I will talk to Michael.

Private room: We have new mom's that have to pump their breast milk during their shifts and need a private palace to do this. I will talk to HR.

Interpreters: I will check with HR on the certification that is needed. Staff who get this certification will be paid an extra \$.34 an hour. We can bring up the amount at negotiations. If no increase then more Marty' need to be ordered.

ADJOURNED: 7:35 PM