

Meeting: April 7, 2015

EAP Membership

Present: Stacey Tedsen, Paul Cushing, Cara Ballan, Carolyn Willette, Katharine Transue, Gail Shady, Sharon Fong, John Christin, Nancy Lancaster, Jae Gustafson, Bob Grosse, Paula Kimmie, Betty Morgan Close, Jean Brooks, Frank Talbot, Monica Berger, Laura Ward, Gabrielle, Wendy Floersch.

Call to order: 1805

## MINUTES

**TFHD DONATION - \$181,000 TO AQUATIC CENTER:** TFHD BOD considering making this donation to aquatic center and is asking for feedback from employees.

Discussion from members - Some members have been to the board meeting and made comments that concessions should be made by the aquatic center to hospital employees in return for the donation. The proposed 10-lane competitive lap pool seems to be the most elaborate choice considered for the aquatic center...evidently made with inadequate input from community. The Kawyha Foundation will match whatever the hospital donates, and the Airport District will match that. But bids made for the project expire soon, so there is a time crunch to get the donations. Tahoe Forest Physical Therapy supports the donation. Questions of where in the TFHD budget the money comes from were made.

EAP members are encouraged to give feedback to TFHD BOD regarding this decision. They can e-mail their input to the board.

Vote was taken from members present at this meeting: Should TFH make donation to Aquatic Center?

Yes: 0

No: 11

Abstain: 8

**PREVIOUS MEETING MINUTES:** Approved by Cara Ballan.

**TREASURER REPORT:** Cara reports a balance of \$164,645.

### **MOU REVIEW/INPUT FROM MEMBERS/COMBINING EA WITH EAP:**

The EAP board and HR will begin MOU review this Friday, April 10, as it formally begins negotiations on our contract which ends June 30, 2016. Stacey sent a blast e-mail to all members she has addresses for and is asking for input from members regarding what issues are priorities to be considered during negotiations. Please send these to her and the EAP board via e-mail and/or the EAP website...NOT VERBALLY.

Some issues for MOU changes brought up at this meeting:

Carolyn: increase Long Term Sick payback at termination to 100%. The max is now 75%.

Nancy: Carry over education \$ and hours from one year to the next...greater than the 50% now allowed. Like 100%. Costs of courses have grown considerably, and one year's education money is inadequate.

Carolyn: No increase in insurance costs this year since we have had large increase in last contract.

Katharine: Out of network deductible is \$1000. Reduce this to \$750.

Member: For Salary survey use a blend of Northern CA and other areas in CA.

Discussion of proposal to re-combine EA and EAP. Decided via unanimous vote to delay this decision until contract negotiations are over.

### **MEMBERSHIP RESPONSIBILITY:**

There have been several grievances from employees following disciplinary actions which may have been avoided or simplified if the employee had asked for EAP representation from the start. According to our MOU, if your manager wants to talk to you obtain information or investigate a situation..."An employee may, upon request, have an Association representative present during any investigative interview that may result in discipline..."

So, what do you say when the manager asks for time to discuss a situation? Your response should be "Could this investigation lead to disciplinary action or discharge?" If the answer is "Yes" then you may have an EAP representative with you during the interview.

EAP members are responsible for knowing this basic step. The MOU is available on the EAP website and members are encouraged to read Article 30, particularly 30.8 to be familiar with their rights.

Jae asked if we could have a column in the Pacesetter titled "Know Your MOU" to help educate staff on some of these important points. Jae will consider looking into this idea.

**E-MAIL ADDRESSES:** To stay informed via e-mail regarding meetings and negotiations, be sure to send your address to our website [EAP@TFHEMPLOYEES.ORG](mailto:EAP@TFHEMPLOYEES.ORG)

### **SEAT VACANCY:**

Elections for president and treasurer will take place in December. Vice president and secretary elections will be the following year so as to avoid the possibility of an entirely new board being voted in at once.

### **MEMBERSHIP:**

Only about 2/3s of potential members of EAP are actually signed up. Encourage your comrades to join!

**SALARY SURVEY REVIEW:**

The EAP BOD was briefed by HR regarding the salary survey data at 1600 today. Administration is concerned that some job classifications came in with extremely high pay increases. Many of these had less than the desired number of data points (4). Some had no data points for comparisons to other hospitals. As one example the position of DI Tech II (Mammography Tech) has only two data points to compare to, resulting in a recommended 37.81% increase to the pay range.

Administration had budgeted for a ~\$1.5 million increase in payroll (based on 2.25% across the board pay raise). But the increases based on the current salary survey would cost the district in excess of \$3 million in total.

The company that puts the survey data together (Future Sense) suggested that they use a different parameter called the Organizational Weighted Average (OWA) instead of the "50<sup>th</sup> percentile" which has been used in the past. In the above example of the DI Tech II recalculated using the OWA, they would receive an increase of 6.9% instead of 37.81%. HR recalculated 3 other positions with similar reductions in pay raises.

Administration is asking the EAP to consider recalculating all the positions using the OWA parameter, then discuss with us further to actually use that parameter in computing our raises for July 1.

Their other concerns include; the new hospital board is not likely to approve price increases; payer mix is projected to not improve, possibly worsen; FTEs may need to be cut; past experience shows that after large increase in pay for a position, the following year's survey shows that position to be overpaid.

This proposal engendered much discussion. A subcommittee was considered. Ramifications of "Opening the Contract" was discussed. Contacting Future Sense was suggested.

Proposal was unanimously approved to have HR go forward with recalculating all the positions using the OWA.

Cara will contact Peter Mc Entee (EAP attorney) to discuss and get his advice.

**DRAWING FOR \$250 SCHOLARSHIP:** Winner is Gail Shady.