TFH EAP Quarterly Meeting

Wednesday September 20, 2017

Eskridge Conference Room

**Call to order at 6:05pm**

**Attendance**: Cherine P, Porscha A, Lori B, Bailey H, Sandy J, Cassy K, Deb W, Nance L, Jeff J, Elaine G, C Meddock, Missy P, Heidi B, Jenny P, Tammy M, Jean B, Jess R, Becky E, Katharine T, Barbi B, Juan A, Sonia H, Allison B, Melony M, Wendy F, Terry A, Kim M, Tatiana F

Two most important meetings of the year – this one and next week’s district board meeting. What you hear in these meetings – pass it on.

**AFSCME update** – Filed with the hospital. Will be up for discussion at the board meeting. Next steps may be decided upon by the district. A reminder that we get what we put into it. Affiliation will take stewards. People participation. More board participation.

**Training – Know Your Rights**…. Handouts from EAP officer training. Know that you have right to representation by the EAP…if the answer is yes to “Could this lead to disciplinary action?” Trust your gut instinct. Likely 7 hours of training within the next 2 ½ weeks.

**Special thanks to the Administrative Council**. Alex has been very helpful. Requesting that the EAP members give Alex, Karen and Lauren the thanks for all that they do. Give them the recognition for working so well with the EAP. Data digging and benchmarking has helped us to have a higher success rate on requests with HR. This takes work. Everything needs to be justified. Thank you to all the members that have been helping with this.

**Night Shift PL accrual** - Update on issue provided by Sonia – One thing left open in negotiations was night shift PL accrual. This was to be discussed by July 2017. HR came to us because PL dumps on night shift and hourly increase was to (PM diff, Night shift diff) be revisited. Networking has helped us to get information on this. The way HR proposed, per diems were getting raises and the night shift nurses were getting a pay cut. Cara, Sonia, Lori and Nancy are working on this still. Should be presented shortly to HR.

**Emergency Room –**Update - EAP is wanting to find out what is going on in that department? Is it consistent in benefits to other staff members (breaks). We are proposing another meeting with HR. Need help with information gathering regarding breaks primarily. Juan will work with Lori and Jackson on the issues.

**Employee relations committee** – Need more help with this. Need more eligible employees singed up for EAP.

**Paid Release Time from the district** (next week) – District should be presenting the proposal to cover the wages of the board members by the district. Asked for 40 hrs a week. They are starting lower hours a week paid.

Join group on **facebook EAP Tahoe Forest Hospital**. Posting once weekly

**Open Board Seats** (election) – All seats are open. President, VP, Treasurer, Secretary and Member at Large are open for 2 year terms in January.

**Ski Passes** – Sign up will be through sign up genius but will require that all EAP member who want to receive emails and or want to use the passes will need to re-sign up for email via the website.

**Member Directory List** – Go Daddy is not able to create this at our request. We requested that there be a directory so that you could type in a name and find out if they are EAP members. The only thing that they can create is a link to the current list. We will hold off on this as this would require frequent updating and some level of privacy invasion.

**Communication Board** – A note from HR: Tahoe Forest Culture is changing. Embrace the change.

**EAP gear** – has been ordered and will be here soon – lanyards, coffee mugs etc.

Tahoe Forest Hospital **Board Meeting** on Thursday Sept 28th at 6pm at the old middle school. Please come to show them that the EAP is together as one and are collaboratively getting things accomplished in a professional manner. We intend to accomplish a “together as one” stand. Special meeting in closed session last time, the board was coached by the labor lawyer on the affiliation and what their part is in the issue. Discussed Moonshine Ink article re the sanitation district struggles with affiliation. We have protection of the EERR that they do not have. We expect not to have the issues that they are having. The EERR states that we must file with HR, the board then reviews and approves the documents before sending them on to the state.

**Contract with AFSCME** has been negotiated including changes to the fee schedule. AFSCME worked with us to make adjustments to the contract that are in the favor of TFH employees.

Heidi Blide is the winner of the scholarship of the meeting.

Adjourned 7:38pm Juan A