

AGENDA UNION MEMBERSHIP MEETING
September 13, 2023
1900-2000

Call to order

Review previous minutes: done

Approve previous minutes: approved by Susy and one other

Participants: Julie Morgan, Jessica Lichtig-Groom, Sheila Coble, Eileen Riotto, Jen Ingals, Carol Ann, Susan Gogg, Dave G, Lynn Redner, Cora Killian, Melissa Hendricks, Sonia Henry

Old Business

- Tina – Steward training/union updates
 - Need stewards to be the people that employees can go to for questions
 - Especially needed for next year in preparation for negotiations
 - This really needs to come from the membership as a whole
- Julie: We have a lot of rights within the union, Home owners insurance, scholarships
- Stewards help each department understand how MOU applies to your dept. Stewards help bring greivances to the board
- WHO is going to step up and be a steward????
- Julie- dues reimbursements: Some people moved to unrepresented groups from a represented group. HR said employee needed to fill out opt out form and its their bad. Did research and were able to reimburse all of the employees except for one. Good reminder to look at paycheck and fill out OPt Out form if you move from represented to unrepresented position. Paid out quite a bit of money but it was the right thing to do.
- Check your pay stub for shift differentials, hours, pay rate, PL, etc.
- Sonia - update on scholarships
- Sheila (EA President)– EA update, working with Isela Cabrera who is VP
 - 183 EA dues paying member went up to 191

- o No current treasurer, secretary. Needed to complete the board. Anyone interested please reach out.
- o Financials >\$25,000
- o Golf passes have not been used this year, EAP can use at this time and EA may need to relook at getting golf passes in the future.
- Julie shoutout to the amazing work that Sheila has done

New Business

- Sonia – financials
 - o Over \$300,000 in the bank, not pay outs or pending litigation
- Sonia – ski passes/ will do audit on how much passes are used including golf passes and sports exchange and present at next meeting –open to ideas and input—bring audit info back to be able to vote on next season passes
 - o 4 ski passes available for this year
 - o Sign-up genius to check out the ski passes
 - o 3 scholarships awarded this year—2 non-medical, 1 medical.
 - o 4 scholarships are available each year, 2 non-medical and 2 medical. Please apply for children of members and members for education, only for EAP
 - o AFSCME under Benefits has links to AFSCME and all of their scholarships and other benefits
 - o MedStaff and TFHD also offer scholarships (do not need to be a union member)
- Jen – website update
 - o Tfhemployees.org
 - o Everything housed on the website
 - o Use contact us for anything
 - o Link to submit a problem/grievance—fill out and email to board, ok to send it in and have a discussion, we do not need to file it right away.
 - o Meeting notes
 - o Calendar has list of all events
 - o Get added to the email list
- Board meets with HR every other week and meets quarterly with the administrative council.

- Julie – MOU update/website has a place to express your issues that you want changes
 - Use contact us to discuss an issue with the MOU
 - Ex article 25, please start letting us know what would be best for the entire membership
- Julie – MOU 3% update next year guaranteed July 1, 2024
 - Annual HR departmental salary survey equity. Continued issue. Discuss with colleagues and bring up if someone's pay is egregiously off.
- Jessica – newsletter (can we get some help)
 - Each department could have a corner
- Julie – future meetings

Open discussion

- Dave: DI Call. 168 hours in the week with 3 employees in radiology dept. 2 PT and 1 FT. Unhealthy. 80 callbacks on Saturday nights alone since the beginning of the year. Deeper look at how scheduling is done and staffing levels. Similar issues in Lab and Ultrasound
 - Inconsistency in regards to being “on-call”
 - Power is in numbers. Stewards would be really helpful with this.
 - In Surgery, person is taken off schedule and then is on-call for the entire work and is paid a flat fee for their 40 hours, no additional pay for being called back in. Weekends people pick up on-call shifts
 - Possible to get per diems or call days are different then the work days
 - Research on what other small hospitals do? Barton, Humboldt, Bishop, Mammoth?
 - Swing shift and per diems
- Eileen: have not changed PL accrual rate in a long time. Would like the PL accrual rate to increase.
- Sonia: Thank you Julie, Jessica, Jen and Sheila. Appreciate everyone's contributions all the time.
- Jen: Tina stepping in has been amazing, wealth of knowledge

Any open discussion from membership

Lottery for education gift—Cora Killian