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**EA/EAP Membership Meeting**

**5/28/2025 1800-1930**

Call to Order 1805

Approve previous meeting minutes motioned by Porscha seconded by Jessica

Officer Reports

* Treasurer (financial update, re-invest CD) see report on website

Next CD’s coming due are between now and July, working to stagger. Cash balance $89K

* Secretary - working with Jen to get website updated including agendas, meeting minutes, news and messages.
* Vice President - nothing other than below
* President (Hospital updates/CHRO/changes in organization) Alex McClennan is no longer with us Scott Baker, Executive Member of Physician Services also gone. New CEO has been making big changes. Evaluating budget, increasing access to care. Monday June 2nd quarterly meeting with Union Board and C Suite. Let us know if you have something specific to discuss with them. Pointed questions will be asked by the board about the hospital's plan moving forward.

Old Business

* Passes (updates on available passes, requirements, rules, sign up genius)Ponderosa, Sports Hub passes purchased. Northstar golf passes purchased this week. Spring gold passes deposit is down.
  + GOLF Passes are present in the lockbox. Show them and return them. Same process as ski passes for leaving ID in box and taking pass with you. Ponderosa pass allows you to golf as an EAP dues paying member with a friend.
  + Sports Hub - they have a list of paying members. One item a day check out. E bikes need credit card placed for deposit - you are responsible for damage.
  + Northstar golf - 2 passes - you can check out to golf with a friend. Not an option to do this with the ski passes. ONLY for dues paying members. One person per pass. Jen Brixey is your sign up genius go-to person. Reach out to her first then Julie then Porscha. Check your paycheck to be sure you are dues paying member, multiple other changes in organization - watch your paychecks!!
* Opt Out form and process - Reach out to board, sign opt out form and board will send to payroll.
* Working meeting updates for MOU - working on meetings with HR and management. Extension signed to December 31st.
* Article 25 update (split status change-new jobs)Jessica presents: Side letter was signed and sent to Directors and Managers. **Separation was to move status changes away from job vacancy changes.**
  + Status change example nights to days, short hour to part-time. It is signed and posted. Job vacancies that aren’t status changes - Your manager can post that as “current Dept only” anyone that meets those qualifications would be given the opportunity first. Then it will be posted within the district. As it currently stands, there is no ability to look outside the department if someone there is interested. We would encourage mobility within the department as well as the district. Same rubric used to hire into the position. Hire date to the dept to a benefited position - seniority for status change is for a benefited employee for per diems- its your hire date into the department, not the district. This clarification has gone out to the managers so that managers are clear and aren’t doing whatever they want. If you find this not to be done correctly, please let the board know.
  + Job vacancies - now a rubric - highest score of those meeting the requirements. Reach out to Jessica if you are interested in discussing this. Abby adds some clarification related to questions in the chat. Those on PIP (performance improvement) would not be candidates. Union is holding management to accountability with PIP on those employees that are causing trouble in the departments. Reach out to Jessica via [email at jli](mailto:email.jlitchtig-groom@tfhd.com)chtig-groom@tfhd.com Jen discusses that if you are working RPT hours as a per diem employee for 6 mo or greater, they need to take this to the AC to create a benefited position. Jessica states we need a deeper conversation. Julie states the union will not agree to “leave it up to the manager.”

New Business

* Delegate meeting update
  + New Board - Council 57 - entire new board. AFSCME International oversees council 57 25K pay dues. 38 locals. We are local 3254. Delegate meeting is quarterly - we’ve been to a few, Julie, Jen and Sheila are delegates. We have 220 dues paying members in EAP. Counsel 57 has their own employees. Our money goes to pay them.
  + Exec Board - all new board members- 12 people that sit behind the board. They set the direction for the counsel to go within the parameters of the constitution. Julie was nominated to run and got a position on the executive board. Last meeting lasted 6 hours. The new board is moving in the right direction. Getting hands on the reins and moving forward. New CEO, new administration, political climate changes - we are in an extension for 6 mos.The delegates voted to not pass the dues increase. AFSCME International sent council 57 a letter that states they are watching them closely.
  + Budget - still expected and waiting
* Discussion on AFSCME
  + Staying with AFSCME

1. Attorney (stop contract with option to reinstate)
2. Dues structure (letter sent to remove dues from premium pay, overtime and bonuses)
3. Cap amount (working to request that dues are capped at 75.00)

We want to open the floor to discuss staying with AFSCME to negotiate the next contract.

Jen discusses her desire to leave AFSCME still but feels the timing is wrong. She hopes this will be revisited by the next contract time. We are lucky and should be grateful to work here. We have a good working relationship. We have not needed AFSCME a ton, but they stand behind us. Jessica moves the motion to stay with AFSME to sign contract end of December for 2 ½ years. Seconded by Porscha. Derek thanks Julie for going the extra mile to educate us more about what’s happening on the inside of AFSCME. None opposed. Motion passes. We will stay with AFSCME for the duration of this contract with contract ending June 30, 2028

* Upcoming Deadline for scholarships
  + Encourage membership to apply for this benefit – website link. Porscha shows the members present at the meeting how to find the scholarship application information on the website. Membership drop down, scholarships. Turned in by July 1st, decision announced by August 1st. $1000 each, four scholarships, two medical, two non-medical.
  + Tina discussed AFSCME scholarships that are available as well. There are also discounted degrees under [AFSCME.org](http://afscme.org) college benefit and scholarships. Reach out to Tina at [tina.acree@ca.afscme57.org](mailto:tina.acree@ca.afscme57.org) 408-690-5931

Committee Reports

* Update on negotiations sub-committees
  + Wage Structure/pay scale committee - Julie/Jen New pay structure we will be pushing for an industry standard step program.
  + Paid Leave Sub-committee - Meghan Swanson is spearheading.
  + Advanced Practice Provider - Porscha to head. Less than ⅓ of APP’s are dues paying members. Working to do union educational get together for June.
* Weighted Rubric - needs to be standardized. Need someone who will spearhead.

Action Items

* Future wage analysis meetings - one happened already, another scheduled.
* Update website - Porscha starting with email clean up and moving into website clean up.

Comments, announcements, other business

Tina discusses how helpful Julie’s presence on the AFSCME executive board will be. Derek wondering how we can increase membership. Discussion on video for orientation and others to review on the website. Porscha to work on getting video completed. Derek can get flyers into 5 breakrooms. Tina will get new flyers.

Adjournment 1930 motioned by Jessica, seconded by Jen