EA/EAP AFSCME Membership Meeting Minutes

Wednesday September 10th 6:30-8pm

Eskridge Conference Room

* Call to order 6:37pm
* Approval of previous minutes Approved by Abby Seconded by Sheila
* Financial Update by Abby and Sheila Abby for EAP - balances reported out at last board meeting - met today with accountant and new bookkeeper at Sitkoff Oneill - last year quickbooks was done by Abby. Next meeting the cost of that contract will be discussed. We will present the annual budget at the next meeting. Sheila’s EA report - As of today EA had 17 members join - 182 members current balance $35,176.65
* Welcome by Julie - Thanks to everyone who has joined tonight - we are stronger together, through our membership. You give us a bigger voice. We are no longer a boat but a powerful barge. We fight for each other. We come together to do the most good for the most people. We fortunately don’t have a contentious relationship with the hospital. We care about each other. WE take care of the patients in this community. The board and union is constantly trying to better our services. We have gratitude for all of you and our stability we have in this district. Gratitude quotes. We have to come together to be stronger together to do the best we can for the most amount of people.
* Information only regarding EA/EAP merge. Meeting to vote November 10th 5pm for EA, 7pm for EAP by Julie. Discussion in the past meetings - reason for unions is THE PEOPLE in UNITY. Creating a power base of all of us together. We all share one bucket. We all do the jobs that care for the community. We fight for each other. We work to create the power base. All one collective bargaining unit, EA, EAP, OPC. We don’t have a lot of the problems that other health systems have. Ski passes are a concern - we’ll get more ski passes if we need to. We need to support our partners in this health system. After our vote to join, it will have to be approved by Council 57, then they take it to International for approval then it goes into effect. Board will merge. Ideally we would have an Executive Board. Goal is to do the same work for the employees. EAP dues paying members currently 215, EA 165 dues paying members - 24 new members. Why do we do all the things for those that aren’t dues paying members? Jessica adds that as a board we do a lot together and we look out for all employees. It isn’t a new concept to work together. Abby having shifted from Mgmt to staff nurse - seems tedious to do this in two different groups. Vote Nov 10 to become effective for January 1st contract. Questions answered. Jessica and Julie brought to HR a discussion on translating the MOU. Discussion on having the minutes translated as well as sending out information in spanish regarding this vote to join the EA/EAP. Letter signed with HR regarding dues not being taken out of extra pay for example - OT, bonuses, etc. Confirmed with Mona that this change is in effect. Cap on dues /pay period as well. Abby notes the operational budget of the union is very established. There is no compelling financial reason not to support our EA employees.
* AFSCME Organizing Director Shane 10 min discussion on engagement/member opportunities. Tina - our Business rep was here with Shane all day at the cafe. Tons of info to share. Shane is the AFSMCE organizing director for everyone north of Bakersfield. New opportunities to grow and support the leadership. Quantity is strength. Looking for folks willing.Need to create a fun committee. Member engagement survey to fill out. Ideas. A bbq next spring. Flexible. Shane wants to hear what we want to do. Hard to do all that the things the board does and party plan. Reach out to Shane for the fun committee - Lindsey Curtis - first new member of the fun committee. Level of participation is a pick and choose your own adventure. Big critical component is having consistent people show up for the new employment orientations. We have 30 min to present at new employee orientation. Danny Buchanan - first volunteer. You get paid your same wage, your dept has to let you go and HR pays you. Once people have been here for a while they get complacent. We want people to get excited to join the union. Need communication relay points for many departments. Discussion on use of a video if FDO goes to healthstream. Communication relay point would be low but effective involvement. Still need more stewards.
* Article 25 discussion and vote by Jessica with 20 minutes max comment session

Remain kind and respectful. THis is such a big thing - we need the membership to decide which way to go. Differences between status change and job vacancy. Current job vacancy language is discussed. Current and proposed job vacancy languages. More transparency through the rubric. Pros and cons of current language and proposed language discussed. Liam Davis concerns. Jen Ingalls strongly opposed. Spencer Green in favor. Terry opposed. Abby. Todd. Danny. Vote via www.surveymonkey.com/r/SDNV5W3

* Contract negotiations update by Sheila. Article 17 is holidays - we have #9. We have a subcommittee who will present on that. Night shift wellness leave accrual article 12 - wanted to be sure those were being given to the correct employees. Must be a 90% employee. Must opt in. Article 15 - no increase in health benefit in over 10 years. Can’t go over 10% - SPLIT in half with district. Article 27 night shift differential - proposing to increase by $2. Sat/Sun increased to $5. Working to provide the contract in English and Spanish for fair disbursement. Vote in December - hope to get to board of directors by Nov so it can go to membership vote in December. We know wage equity in departments and in the health system is most important to our members.
* Gift Card raffle - 4 winners to be provided with Mountain Hardware gift cards - Using name picker app.
* Meeting adjourned 8:20pm