

MINUTES

MEETING: EAP Membership Meeting - 2015

DATE: September 2, 2015

PRESENT: Stacey Tedsen, Cara Ballan, Barbara Edwards, Paul Cushing, Lynn Redner, Heidi Blide, Susie Wright, Kristi Dunning, Jean Brooks, Nancy Amundsen, Wendy F., Eileen Riotto, Cassy Kichn, Kristen H., Jacler

ABSENT: Carolyn Willette

SUBJECT	DISCUSSION	ACTION / FOLLOW UP
Call To Order: 5:31 pm		
Meeting Minutes: approved		
Treasurer Report:	Cara gave the report of our current deposits	
General Meeting :	Stacey gave a report on the 2015 scholarship recipients	
	Stacey announced that the association had made a bereavement donation.	
	Gold passes were purchased in June – the association would still like to establish an on line pass sign out system.	
	Negotiations: <ul style="list-style-type: none"> • The EAP board has already had one meeting with the administration. • Starting the 8th of October the EAP board will be meeting every other week to work on the new contract. • The current board will stay on as the negotiation committee for the 2016 contract. • Stacey asked that anyone who has an issue submit their proposed change to her in writing. She would like them to submit exactly the language they would like to see written in the new agreement. • A discussion occurred regarding other possible models for negotiating a contract in the future. Concern was expressed regarding salary and benefits. The benefits of a professional negotiators was discussed 	

	<p>EAP Elections:</p> <ul style="list-style-type: none"> • A vote will be held in November of this year to elect a new board. • Please let a board member know if you are interested in running. • Stacey will become the past president. • Carolyn, Cara, and Barbara have indicated that they would be willing to stay on for the next term. 	<p>Elections will occur in November. A list of candidates will be announced.</p>
	<p>By- Laws</p> <ul style="list-style-type: none"> • The Board is in the final stages of reviewing the By-Laws • The new By-Laws must be approved for the Agency Fee included in the last contract to become effective • Stacey reviewed some of the key changes being proposed for the new By-Laws including: an agency fee, a stipend for EAP board members and an increase in dues. • The proposed new By-Laws will be disseminated to the members and a vote to approve them will be scheduled; hopefully, this fall. • Proposed dues will be \$10.00 per pay period. Most of the members present suggested that the fee was reasonable. One of the members pointed out that the fee has not been increased in years. • The proposed EAP board member stipend is: \$450.00/ month for the president, and \$200.00/ month for other board member. The number of hours that Stacey has spent was discussed including some of the activities. • Cara estimated that the agency fee will be about half of the regular dues and will cover negotiation expenses. Nonmembers will not be able to vote, use passes, etc. There are some special exceptions and provisions built into the agency fee. • Our attorney is working with us on the By-Laws; however, at an additional expense from the monthly retainer fee. 	<p>Stacey will sent out an e-mail when the document is ready for review.</p>
	<p>FMLA: Stacey reviewed that there have been some issues with employees not having enough hours to qualify for benefits. Some of the issues are part time employees who attend seminars or employees that have hours reduced because of a low census. Stacey is working with the administration to address these issues.</p>	

Roundtable and discussion	<ul style="list-style-type: none"> • The SEIU has been contacting facilities in the area. A discussion of the various groups and employee experiences at other facilities was discussed. • Donations – donations by the association to a community cause like the pool, or employees under special circumstance was discussed. An item will be added to the By-Laws (if approved) to allow the board to make donations up to \$1250.00 without a vote of the membership. It was discussed that the maximum employee donation should be set at \$1000.00 with the board having discretion depending upon the circumstances. • The Hospital Board is scheduling two open table sessions: the first is on Sept 8th with Greg Jellinek, the second will be on September 14th with Charles Zipkin. These sessions will be in the Eskridge Conference Room. Stacey encouraged members to attend and indicated that the board is interested in receiving input • Members of the Home Health/Hospice department asked that on-call pay for their department be reviewed in the current negotiations. Stacey asked that members of that department get back to the board with more specifics. Currently both Pharmacy and Home Health/Hospice get a flat rate of \$100.00 for call as opposed to 1/3 of their hourly rate. • Per-diem pay rates: Some of the per diem staff did not receive pay increases in July. A member asked that the new pay schedule be reviewed with the new contract. • An issue with scheduled days off was presented. • E-mail: Tahoe Forest Hospital e-mails cannot be used to receive EAP updates. Stacey again encouraged everyone to make sure they are on the EAP e-mail list so that they can receive updates regarding upcoming events 	
Adjourned: 7 PM		
Minutes Submitted by:	Barbara Edwards, EAP Secretary	
Next Meeting	TBD	