

# MINUTES

**MEETING:** EAP Membership Meeting

**DATE:** June 15, 2015

**PRESENT:** Stacey Tedsen, Barbara Edwards, Paul Cushing, Cara Ballan, Carolyn Willette – Board Members  
50 General Members were in attendance. A separate list is available

**ABSENT:**

SUBJECT	DISCUSSION
Call To Order 6pm	
Meeting Minutes	<p>A: Gold passes</p> <ol style="list-style-type: none"><li>1. A motion was made to purchase gold passes again this year.</li><li>2. A vote was taken and passed</li></ol> <p>2: EAP Salary Survey for 2015</p> <ol style="list-style-type: none"><li>A. Stacey reviewed how the salary survey works:<ol style="list-style-type: none"><li>a. Ranges- each covers 30%</li><li>b. Percentage increase- determined from survey</li><li>c. 4 data points (from the MOU)</li></ol></li><li>B. Stacey reviewed that there are problems with the survey this year (Refer to April minutes)</li><li>C. Stacey reviewed several of the alternatives that were reviewed by the board including:<ol style="list-style-type: none"><li>a. 3 year CAGR (Compound Annual Growth Rate)</li><li>b. CAGR formula – current year/base x # of years (these definitions and formulas were made available)</li><li>c. 5 year CAGR</li><li>d. Data for an 4.5% across the board increase</li></ol></li><li>D. Stacey presented that the EAP board rejected these alternatives</li><li>E. Stacey reviewed that she had driven to Sacramento to meet with the EAP attorney and review the situation with him and get guidance for dealing with the situation.</li><li>F. The EAP board proposal was presented: Based upon the current MOU blended cut/50<sup>th</sup> percentile salary survey, the EAP BOD has proposed a salary percentage increase cap of</li></ol>

**MEETING: EAP Salary Proposal Meeting**

**DATE: June 15, 2015**

	<p>8% and a range movement cap of 4 ranges.</p> <p>G. Numerous members spoke asking questions, seeking clarification of the issues and voicing their thoughts on the situation.</p> <ul style="list-style-type: none"><li>a. Concern was expressed that salary and benefits had already been decreased in the last contract. Personal leave issues were discussed by several members.</li><li>b. The impact on future contract negotiations was discussed.</li><li>c. Several members spoke in support of the hours the board had spent reviewing the alternatives</li><li>d. Several members suggested that approval be tied to future contract provisions.</li><li>e. Several nurses suggested that they are currently being underpaid and should receive the full percentage increase from the salary survey. Stacey in response suggested the consequences of such an actions.</li></ul> <p>H. It was suggested that if the board proposal did not pass that the EAP board would return with a new proposal.</p> <p>I. The voting schedule was reviewed</p> <p>J. Members began voting</p>
<b>Adjourned:</b>	8:30 pm
<b>Minutes Submitted by:</b>	Barbara Edwards, EAP Secretary
<b>Next Meeting</b>	Currently unscheduled