

Present:

Executive committee

Present

1. Aaron McCormick
2. Jackie Lampe
3. Jenn DelVero
4. Kate Wesley
5. Radeane Hawthorn
6. Ted McTaggart
7. Kim Leavens
8. Christine Vanderkolk

Absent

Meg Suell (excused)
Bethany Moore

Guests

MNA staff

1. Julia Heck-MNA
2. Tim Olson-MNA
3. Moe Fitzsimons-MNA
4. Kris Michaels-MNA
5. Michael Nicholson-MNA

Agenda

1. Appointment of new reps:
 - a. Erin Muir – PCTU Motion to approve by Kate Wesley, 2nd by Jeremy Lapham
 - i. Approved by unanimous vote
 - ii. Will be contacted by Kate Wesley, and follow-up via UMPNC onboarding process.
2. Dispute updates
 - a. General news: Management wants to hold the line on days and times 1st and 3rd Tuesdays of the month—This will interfere with bargaining. Management states that CNO schedules cannot be changed. Proposed one dispute before on Tuesdays and after on Thursdays. This will slow disputes to 3 per week from 5 per week, furthering the backlog.
 - b. Three disputes filed this week
 - i. Discipline in MVN unpaid suspension 2/2 COVID. 2nd dose delayed due to timing of COVID infection.

- ii. Two related to NP pay scale issues. Two step ones related to NP salary setting model. One due to equity of pay amongst NP's and PA's. Language to support equity reviews amongst APPs.
 - iii. Future disputes on escalation of step ones.
 - c. Employer has not scheduled any disputes for March.
 - d. Prioritization of disputes for terminated employees.
 - e. Employer has also cancelled lots of disputes in recent past.
- 3. Rep Round Table
 - a. Lampe: IR concerns. Updates on ULP charge. Employer offering dates for mediation. There are information requests 30 days outstanding. Nurse director may be blocking workload members from holding meeting.
 - b. Wesley: Member in NICU written up for HIPPA for being present when physicians made rounds. The member advocated for patient/family to speak up then charged with HIPPA violation. Issues on 12 E/W
 - c. Vanderkolk: PTO rebidding process due to mistake ending round two too soon. Working on training up district reps.
 - d. McCormick: Workload issues. Unit had members who have members who have termed out.
 - e. Hawthorne: PTO issues with transfer into a new unit. Does transferring member select PTO in sending or receiving unit? This is currently being addressed in JIT.
 - f. DelVero: APRN's things are going well. The new reps are getting business done and making a difference.
 - g. Leavens: Ongoing issue with new departments. Hospital care at home and Patient monitoring departments.
- 4. Executive session
 - a. Motioned by Jeremy 2nd by Vanderkolk