

Present:

Jackie Lampe, Raedeane Hawthorne, Bethany Moore, Christine Vanderkolk, Jeremy Lapham, Meg Suell, Renee Curtis, Jenn Delvero, Aaron McCormick, Ted McTaggart, Kate Wesley, Kim Leavens, Mike Nicholson, Moe Fitzsimons, Julia Heck

Agenda:

1) Approve Minutes (standing)

Motion to approve minutes from last meeting as written: Bethany

2nd: Ted

Passed by unanimous voice vote.

2) Review B&Cs/Appoint Reps if Applicable (standing)

-No new B&Cs to address

-Ernie Sexton has reached out regarding potentially becoming a rep again for SICU after a break in service; Renee will follow up with him this week

-As our rep ranks expand, need to be sure that we are being clear in what we expect from our reps in terms of time commitment, etc. so that people understand what they are committing to.

3) Dispute/Grievance Updates (Ted;standing)

-Having difficulty getting disputes heard.

-Filed dispute for nurse on suspension for CAC lapsing

-2 Assoc disputes and a Group Dispute filed in last week. One Assoc dispute was related to refusal of employer to allow a nurse to use no pay for inclement weather absence as provided for in contract. Other Assoc dispute is related to inappropriate mandation. Also a Dispute related to verbal warning given to nurses who refused mandation. Got emails from managers today saying that they would drop verbal warnings but issue coaching, and that they would be issuing notice to their nurses that all future occurrences of refusing mandation would be subject to progressive discipline. Since coaching/counseling isn't discipline we can't dispute it now, but we do still have a disagreement with the employer about whether mandation refusal is just an occurrence or is subject to discipline. Will likely have to wait until they escalate again and then push the dispute.

-Kate: a MOTT nurse was mandated to come back in at 3 after getting off at 7, said she wasn't safe to do it but was told she had to anyway, and ended up having a car accident on the way in.

-Ted: another instance of a nurse who got off at 7pm and then mandated to come back at 3am, and this is a nurse who walks to work—grossly unsafe to expect a nurse to walk to work at 3am.

-We need more stories; we know it's happening but need to find the stories.

Renee: Some nurses mandated 10 times in a period then cancelled 9 out of those 10 times. Employer abusing it as basically on-call. Will fight hard to rectify this in negotiations.

-Jeremy has compiled a list of all the mandation related ADOs in the last year and has sent it to Ted.

4) Membership Communication: (Christine)

- a) Official social media presence is necessary. We should launch it now.
 - There is a fb page with about 2k people in it, we're hoping to drive it over to the official group.
 - Want to FB live first day of negotiations.
 - Social media to go live on Wednesday, Fully functional by Thursday!
 - b) bargaining survey results: Working on a way to share that information responsibly, will hopefully have something prepared by next Thursday.
- 5) Office Phone/Staffing During Negotiations (Raedeane)
- 6) ADO Email Delivery Problems (Ted/Meg)
- ADOs not going to managers, so not getting to workload; multiple requests from managers/workload members for us to then gather and forward them on.
 - May have been a self-limiting problem related to email migration; will continue to closely monitor the situation.
- 7) Managing mail via minurses and time for addressing nurse needs, meetings, etc (Kim)
- The needs are overwhelming. We all affirm we need more release time to get all the work done.
 - Need to set better boundaries with members, direct them to use their resources first (i.e. empower them look at the contract and try to find the answer before they ask a rep to find the contract language on something). Could consider an FAQ page on the contract. Will explore other resources that we can make available to members to help them help themselves.
- 8) New Hire Meetings:
- a) update/report from Jeremy & Meg
 - b) strategy/ JIT meeting
- 9) Rep Round Table:
- Kim: Subacute NPs at off-site SARs; not sure where they came from or if they're bargaining unit covered, but they've existed for a while. Kim has the list of names now and will forward them to Renee so we can figure out who these folks are and if we need to make sure they're part of our bargaining unit
- Jackie: Non-bargained for scrub techs often functionally grouped in with nurses, but obviously not covered by our contract. Nurses in Jackie's area have questions/concerns about mandating and whether mandating protections apply to scrub techs too. They don't. They also shouldn't have to bid for vacation together bc they are two different job categories.
- Meg: Address B&Cs received after start of meeting time: Marieanne Welgosh (8B) and Erin Nuir (PCTU). Each of their chief reps to follow up with them to discuss the role; will follow up with potential appointment next week.

Meeting Adjourned