

Minutes for EC Meeting 2/3/22

In attendance:

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

1) Approve Previous Minutes

All reviewed EC minutes approved as written (1/3/22, 1/4/22, 1/20/22, 1/24/22). Will submit Leadership Minutes for approval during next leadership meeting.

Motion by Kate, Seconded by Aaron

Approved by unanimous consent.

2) Rep Appointment: Andrea Mahoney, NICU

Motion to appoint Andrea Mahoney as NICU district rep: Meg

2nd: Kate

Motion Unanimously approved, motion carries

3) Update on Old Office/Files: What do we have? What are we missing? What's the timeline?

-Need to go through the boxes and inventory what we have. Expected timeline of at least two weeks to accomplish due to simultaneously dealing with routine state audit.

-We do have full access of the account and will review past statements.

-Plan to revisit in 2 weeks.

4) Personal Emails: Decide whether to all use minurses email server, or all use a different server

-Open Discussion with group consensus being to use minurses accounts

5) Committees: Workload and Communications

Workload Committee Point Person:

-Open discussion including review of past practice and vision for functionality going forward

-General consensus agreed to table discussion today and revisit as first business agenda item next week.

Communications Committee Point Person:

-Open discussion of vision and desired scope/methods of communication with the membership with goal of increasing info saturation and access. Plan for everyone to bring names of nurses they think would be good communication leaders to Saturday's meeting.

6) Actual/Potential Disputes: General updates from Ted

-Inappropriate withholding of float pay in dual appointment units

-May result in an Association Dispute

-Rumor of nurses mandated beyond block; will follow-up

-Some managers claiming nurses only get incentive pay if they are covering someone who

is off for COVID. Rep needs to file a step one dispute if those managers don't correct their misinformation and pay people appropriately, including any owed backpay.

-May result in an Association Dispute

7) Incentives:

-Met with employer this morning who added uhor and sicu to their list of nine as an "enhanced incentive." Looking at Period 9, which goes through Feb 19th. Period 10 will likely include a birth surge which will make it even harder on VVWH. We proposed to extend critical staffing incentive to the 19th.

-Discussion on blanket incentives that cover everyone to prevent management from continuing to divide the membership by excluding different units each time, even when those units meet the metrics that management claims they're using

-Recognition of the cross section of our membership that is experiencing the most severe short/unsafe staffing and commitment to make sure we protect them

-All nurses have been overworked and undervalued throughout COVID and all deserve incentive pay. Also want to be mindful of equity vs equality; make sure that units hardest hit aren't left to drown. Leave no one behind, but also make sure everyone gets what they need.

- Put forward an assertive proposal that does take care of the hardest hit areas and demand a reasonable win.

-Plan to communicate promptly and widely with membership regarding ongoing progress, including emails and on mna-umpnc website

7) Rep Round Table: Area specific concerns/troubleshooting that need the greater group's input

Meg: Motion to appoint Leah Karr to Ed Committee as member.

2nd: Jeremy

Unanimous approval, motion carries.

-Ed Committee now consists of Meg Suell (chair), Leah Karr, Bethany Moore, Brittney Marek, Alix Carroll, Bret Kelly, and Ted McTaggart.

-Jackie: one of her units is doing pto selection incorrectly, she will reach out to Renee to strategize how to fix the situation and make members whole