

MONTEREY COUNTY REGISTERED NURSES' ASSOCIATION

Tuesday February 15, 2011

MEMBERS PRESENT: Joni Hentges, Carole Swain, Larry Katz, Gretchen Bianca, Cindy Myers, Rosa Gutierrez, Laura Anderson, Anna Stuart Everett, Sara Cervantes, Margaret Prodis, Eila Easterly, Marisa Jang, Emilie Mangompit

Minutes of January 18 were reviewed. A motion was made and seconded to approve them. Minutes approved by vote.

PRESENTER	TOPIC	DISCUSSION	OUTCOME
Larry Katz	PERB	SEIU filed charges against Monterey County and MCRNA. RNs should not have been allowed to separate from SEIU. Hearing in San Francisco in April 2010. Three weeks ago the judge dismissed the case. SEIU has until February 16 to challenge the dismissal of the case.	Information
Joni Hentges	Staffing Ratio Forms	Can be found on the MCRNA website.	Information
Larry Katz	MOU	MCRNA is now officially unit "S". Can be found on Monterey County website. Approved by Board of Supervisors.	Information
Larry Katz	Insurance Benefits	County has been paying cost of insurance for part time employees. With the changes in payroll system, some part time RNs have had insurance taken out of their checks. Board of Supervisors is now in agreement that the County will continue to pay for insurance for anyone who works 0.5 or above. Open enrollment had triggered this change. People who have had monies taken out in error will be paid back.	Information
Larry Katz	Safety Concerns	Health Bureau personnel has had concerns for their safety when making home visits. The Police Department came to talk to them in a meeting. Larry was present. Sheriffs will show them "techniques" at a future meeting. If this is not resolved there will be a meeting with the County to discuss other options—visits will be done by two people together, police escort, screen clients, limit time of day, County dispatch notify personnel of any shootings. Larry will continue to follow. This is a work in progress.	Information
Larry Katz	Individual Issues	Larry continues to handle individual issues as they arise.	Information

Larry Katz	Meeting with Mr. Weis	<p>Call-offs and other issues need to be brought to the attention of Harry Weis. Larry, Joni, Carole and Laura will meet with him on February 25 at 10 to bring up issues that he may not be aware of.</p> <ol style="list-style-type: none"> <li>1) Motion was made, seconded and passed unanimously by vote to support the view that NMC HR should not be included in centralization of all HR departments in the County. There are 3 solutions possible. Mr. Weis and NMC HR are of the view that NMC should be autonomous—"Joint Power" possibility.</li> <li>2) SEIU did not want raises for management. If they had not opposed raises for them we may have had an opportunity to ask for raises.</li> <li>3) Lunch relief needs to be addressed—float personnel (?). Many are being paid on a regular basis for "no lunch". Occasionally this may be acceptable but not on a daily basis. RNs do not want to compromise the quality of the care they deliver.</li> <li>4) Call-offs not consistent. Some supervisors are not following MOU. Permanent staff needs to be called off LAST. HR is aware that 3 in particular are not following.</li> <li>5) Parking issue behind Mental Health—not safe to walk when gate is closed.</li> <li>6) 12 hour vs 8 hour work schedules.</li> </ol>	Information
Larry Katz	Payroll Issues	Problems still exist—it is a computer problem.	Information
Larry Katz	Travelers	Are getting preferential treatment. Hospital is working on decreasing their numbers.	Information
Larry Katz	Per Diems	Larry has been approached by per diems for a contract or for only representation.	Information
Larry Katz	Negotiations	June 30, contract will be up. Need to start forming a committee of RNs.	Information

Meeting was adjourned.

**Meetings will be third Tuesday of the month.**

Next meeting March 15, 2011 5p-7p. Location: Pizza Factory on S. Main across from Burger King.

Mr. Katz can be contacted by email or phone. [lakatz@charter.net](mailto:lakatz@charter.net) 408-592-2905

He is available 24/7

Submitted by Carole Swain, Secretary February 15, 2011