

MONTEREY COUNTY REGISTERED NURSES' ASSOCIATION

Tuesday February 21, 2012

MEMBERS PRESENT: Larry Katz, Joni Hentges, Carole Swain, Laura Anderson, Rosa Gutierrez, Sara Cervantes, Laura Villagomez, Dolores Trujillo, Gretchen Bianca, Marv Rubin, Eila Easterly, Cheryl Hawkins, Christine Carlon, Delynne Anderson, Jose Ortega, Jayson Tamayo, Anna Martin.

Minutes were reviewed. A motion to accept them was made by Laura A and seconded by Gretchen. Approved by vote.

PRESENTER	TOPIC	DISCUSSION	OUTCOME
Larry	Public Authority	Talks continuing in regards to a merger between NMC and SVMH. RNs at SVMH are under CNA. Larry met with Harry.	Information
Larry	Quality of Care Survey	A memo went out from Harry in regards to a validation survey by the state. This survey will affect our finances and reimbursement. Major deficiencies were found in many areas.	Information
Larry	Shifts	There is still discussion in regards to those who want to return to 8 hour shifts vs a vote to have everyone work 12 hour shifts. Harry and Carol Jordon have different thoughts. Administration says it is not able to juggle the two different shifts in staffing.	Information
Larry	Unsafe Staffing	A letter was sent to administration in regards to staffing practices in the Labor/Delivery Unit.	Information
Larry	Blue Cross	The changes in Blue Cross will not affect NMC employees. Employees can continue to use NMC as their hospital. NMC will pick up the overage. Harry is looking into another solution.	Information
Larry	Negotiations	Need to assemble those interested in being on the negotiation team. Contract is up June 30.	Information
Larry	Contract Issues	Floating. When someone floats in their "cluster" there is no float pay. NMC can request RNs to float out of their cluster and will receive float pay. RNs can be assigned to their "level of performance". RNs who do not comply may face consequences. They can request training.	Information
Larry	W2 Error	Auditor's office issued a memo in regards to a W2 error. Those involved will receive a NEW W2.	Information

Larry	Education Pay	It has taken 19 months to finally resolve the education pay for certain RNs. Retro pay will be issued.	Information
Larry	Ongoing Personnel Issues	Larry continues to work with RNs who have been put on administrative leave, those undergoing disciplinary actions or have had issues with returning to work on “light duty”.	Information
Larry	Per Diems	Complaints are being addressed in regards to number of hours per diems work. Per contract, per diems can only work 416 hours in a 6 month period. An audit was completed. In some areas per diems were working many hours over. HR to address this with per diem staff.	Information
Joni	Nominations for Board Members	Nominations for Board positions need to be done at the March meeting so that voting can be done at the April meeting. Rose Osburn will be helping with union tasks/mailings as she is retiring. EXTREMELY IMPORTANT TO ATTEND MARCH MEETING	Information
Joni	Meetings	A letter will come out with 2012 calendar of meeting dates and location, information on nominations.	Information
Joni	Raffle	Won by Laura V.	Information

Meeting was adjourned.

NEXT REGULAR MEETING THURSDAY MARCH 8 IN THE NATIVIDAD ROOM AT NMC.

Meetings will alternate between Pizza Factory—Third Tuesday of alternate months,

second Thursday at NMC alternate months.

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 21, 2012