

MONTEREY COUNTY REGISTERED NURSES' ASSOCIATION

Tuesday March 15, 2011

MEMBERS PRESENT: Joni Hentges, Carole Swain, Larry Katz, Gretchen Bianca, Anna Stuart Everett, Eila Easterly, Marisa Jang, Emilie Mangompit, Marv Rubin, Jenny Stuhlmiller, Linda Payne, Nancy Jimenez, Greg Grio, Rose Osburn, Sharon Barnett, Dolores M. Trujillo, Mary Gustus, Rose Carmona, Lisa Crisan, Lynda Agbayani, Laura Villagomez, Sara Godoy de Cervantes, Sabina Skibinbski

Minutes of February 15 were reviewed. A motion was made by Gretchen and seconded by Anna to approve them. Minutes approved by vote.

PRESENTER	TOPIC	DISCUSSION	OUTCOME
Larry Katz	Meeting with Mr. Weis	Mr. Weis is an employee advocate. Wants to find simple solutions. Discussed: 1) Parking lot issue 2) Security guards for in-patients—hold them to higher standard, 3) Staffing not consistent in all department re call-offs, etc—need for supervisor training so all are consistent 4) Follow-up meeting with Mr. Weis 5) Payroll problems 6) Possible floats to cover breaks so staffing is in compliance 7) Possible per diem audit. Mr. Weis wants committed employees—need to decrease number of travelers 8) Governance of NMC –SEIU not in favor, we will support a change so NMC is not directly under BOS	Information
Larry Katz	Health Bureau	1) Meeting with Sheriff's Dept was helpful—need to develop ideas and strategies to protect employees who make house calls. Larry to have follow-up meeting with new HR Director 2) Productivity-- Employees are working under unrealistic expectations—quota—needs to be addressed in contract negotiations.	Information
Larry Katz	Health Insurance	Issues to think about with negotiations—keep insurance as is Vacation vs sick leave—different for NMC and HD	Information
Larry Katz	Negotiation	Will be concession bargaining. Doubtful that anything that is a cost to Co. will pass. Need to look at things that will increase work satisfaction. We want to keep what we have. Co. may want 2 tier retirement—not good. NEGOTIATION MEETING April 5 in MIU conference room at 5:30.	Information

Larry Katz	Liaison	Lisa Johnson former RN from Mental Health may be interested in being liaison on units for MCRNA.	Information
Larry Katz	Goals	MCRNA needs more communication and structure. Few employees are taking an interest in meetings.	Information
Joni Hentges	Scholarship	Form to be posted on website.	Information

Meeting was adjourned.

Meetings will be third Tuesday of the month.

NEGOTIATION MEETING APRIL 5 IN MIU CONFERENCE ROOM AT 5:30.

NEXT REGULAR MEETING TUESDAY APRIL 19 AT PIZZA FACTORY, S. MAIN ST. ACROSS FROM BURGER KING 5-7.

Mr. Katz can be contacted by email or phone. lakatz@charter.net 408-592-2905

He is available 24/7

ADDENDUM:

Negotiation meeting on April 5 had 16 in attendance to brain storm ideas for Contract.