

MONTEREY COUNTY REGISTERED NURSES' ASSOCIATION

Monday, September 21, 2009

MEMBERS PRESENT: Joni Hentges, Carole Swain, Larry Katz, Lisa Crisan, Georgia Sapiens, Tim Patchin, Alicia Hughes, Debra Rivas, Jose Ortega

The meeting was called to order at 4:05 pm by Joni Hentges. Minutes of September 2 were read and a motion was made and seconded to approve minutes.

| PRESENTER  | TOPIC                  | DISCUSSION   | OUTCOME   |
|------------|------------------------|--|---|
| Larry Katz | Voting on Bylaws       | Bylaws have been changed to define a quorum as 5% of general membership==13. Proxys are allowed as long as the person not in attendance has given signed, written permission to another member. i.e. "I give my proxy to _____. Signature _____"<br>Bylaws must be approved by a quorum of general. membership.  | <b>We need to vote on and officially adopt bylaws at next meeting</b> |
| Larry Katz | Voting by Board        | Can be done by mail out or email--this is the day to day running of the Association.   | Information   |
| Larry Katz | Business Cards         | Larry now has MCRNA business cards to hand out.  | Information   |
| Larry Katz | Liaison                | Still need to find someone, preferably a retired Monterey County RN.   | Information   |
| Larry Katz | MOU Contract           | Larry will contact Pat Covert, Director of Labor Relations at the County in October to request another 6 month extension of our current contract. She will then take it to the Board of Supervisors. If BOS agrees, we will need to ratify the extension. The County is not giving anything away but we do not want them to take anything away, either.        | Information   |
| Larry Katz | Meeting with PERB      | Meeting was canceled. There may be a 2 day hearing in mid January. A representative from our Association may attend, if anyone is interested. There is a strong possibility that an election will take place in the Spring.  | Information   |
| Larry Katz | Staffing issues at NMC | 1. Larry met with some MIU RNs who had concerns. He was prepared to meet with them and Carol Jordon CNO. However Carol had an agenda and Larry was not on it, so she told him he was not invited. He prepared to meet with her the following day. But that meeting was canceled by her. He then met with her last Friday for an hour. It was a "good" meeting. |   |

|              |            |  |             |
|--------------|------------|--|-------------|
|              |            | <p>2. She would like MCRNA to have 3 or more representatives on the Professional Standards Committee. A good choice would be to have RNs from all 3 shifts and various hospital departments as there are different concerns depending on where RNs work. Meetings would be about 10 times a year for 2 hours-paid. Next meeting apparently November 1.</p> <p>3. Carol would like to participate with the “coffee” meetings to discuss day to day operations. She wants better communication with staff.</p>   |             |
| Larry Katz   | MOU issues | <p>A discussion included concerns that need to be addressed at NMC</p> <p>1. Mandatory classes --staff has to pay for the book and the class and does not get paid for attending--i.e. CPR, NRP</p> <p>2. When attending HARE day, a 12 hour shift person must use 4 hours of PTO in order to have a full pay check.</p> <p>3. State law practices have been initiated so that no one can work over 40 hours a week unless they are paid overtime. Overtime is discouraged. This makes scheduling VERY difficult for those who work 3 12 hour shifts per week. (3 12s ==36 hours. There is no way to work, nor should someone have to work, 2 4 hour days. Larry mentioned that this law should not apply to “professionals”--i.e. safety, RNs. This needs to be looked into. There is a 7K exemption</p> <p>4. Call offs are a big concern when census is low. Staff is being called off for 4 hours, then maybe an additional 4 hours and then called in for the last 4 hours. This means that they basically are “on call” for 8 hours as they need to see if they will be needed for the last 4 hours. They are only paid regular time for the last 4 hours. This not an acceptable practice. MOU information is in Section 9C3 concerning call time</p> |             |
| Joni Hentges | Drawing    | Debra Rivas --winner of gift certificate to Aquablue spa.  | Information |

Meeting was adjourned.

Next meeting will be Thursday, October 15, 2009, 5:30-7:30 at NMC Steinbeck Room in Administration The following meeting will be Thursday November 5, 2009, 5-7pm at NMC in the Natividad Room behind the gift shop.

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  
September 21, 2009