

MONTEREY COUNTY REGISTERED NURSES' ASSOCIATION

Thursday March 14, 2013

MEMBERS PRESENT: Larry Katz, Joni Hentges, Carole Swain, Laura Anderson, Cheryl Hawkins, Sara Cervantes, Gretchen Bianca, Eila Easterly, Marv Rubin, Teresa Bolea, Susie Stewart, Emily Real, Lilia Duran, Helen Albano, Leticia Fusanotti, Kathie Yoshiyama, Lisa Regester, Christine Carlon, Maricar Panes, Marilyn Cagat, Jesusa Buan, Alan Salarza, Delynne Anderson, Mary Kouakou, Martha Low, Celia de los Santos, Marisa Palado, Antoinette Magalad, Rosa Gutierrez, Sharon Barnett, Melissa Romero

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

PRESENTER	TOPIC	DISCUSSION	OUTCOME
Larry	Proactive	<p>Larry has been attending as many meetings as possible to be able to hear all that is happening in the County—i.e. monthly BOS meetings, employee forums, finance meetings.</p> <p>As an aside he congratulated RN staff at NMC and the work that was done to be designated as a Baby-Friendly Hospital. The 3 minute PR video was shown at the BOS meeting.</p> <p>He met with Health Department RNs regarding the contract and had a good turnout—about 33.</p> <p>Attended a hearing regarding an RN termination. The case is now to go to arbitration.</p> <p>A PERB complaint was filed several years ago and was supposed to be resolved. It was not resolved. He filed charges on our behalf.</p>	Information
Larry	Mental Health Safety	Security during the evening hours has been increased.	Information
Larry	Shift Differential	Audit is being done to see who has not been paid appropriately when working the 1p to 1a shift. Larry is aware of 4 individuals that this affects. Please let him know if you are among that group.	Information
Larry	Disciplinary Action	A termination has been changed to a written reprimand.	Information
Larry	Staffing	Labor/Delivery has hired 8 new RNs, some new grads and some RNs from Hazel Hawkins. This is a bit concerning as: are there enough RNs to orient them effectively? Possible Safety issue. Perhaps there needs to be additional trained staff on shift to accommodate the increased numbers of new hires.	Information

Larry	Personnel Issues	Larry continues to handle various issues. Counseling staff re: evaluations, etc.	Information
Larry	New ICNO	Shirley McJohnston is the new interim Chief Nursing Officer. Larry plans to have quarterly MCRNA Board meetings with CNO/HR to help prevent problems before they start.	Information
Larry	Negotiations	The finalized contract is not ready per Co. As soon as Larry receives it, it will be posted on the mcrna.com website for review. Larry will email his summary to everyone. A ballot will be distributed via the internet. Internet voting will close one week after the contract is posted. Only full dues paying members will be able to vote. "YES" to accept the contract. "NO" to not accept the contract. It will be in effect until December 31, 2013.	Information
Laura A.	New Business	Gretchen will be leaving—many THANKS to her and her participation with the organization!!!!	Information
Joni	Nurses' Week	A motion was made by Marv and seconded by Carole that MCRNA spend \$10-15,000 for gift bags for RNs during Nurses' week which will be the week before Hospital Week this year so that nurses will receive better recognition.	Information
Joni	Scholarships	Deadline 5/3 RN Essay :Why is nursing a proud profession Student Essay: How can technological advances improve the educational system? To be awarded at the June meeting Download the forms on the website.	Information
Joni	Ham Certificates	To be distributed outside HR on payday Friday the 15 th .	Information
Joni	Raffle Prize	Lynda Agbayani	Information

Meeting was adjourned.

NEXT REGULAR MEETING Monday April 8, 2013 in the Natividad Room at Natividad Medical Center, 5p-7p.

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

He is available 24/7

Submitted by Carole Swain, Secretary, March 23, 2013