



UNOCH Members Meeting

# Agenda

March 24, 2009

1. Welcome/ Introductions
2. RN Survey Results/Negotiations Update
3. Time Cards and Clocking
4. Use of OA's
5. New Reps Training Day- April 7<sup>th</sup>- RSVP by April 1st
6. Dues Authorizations/ Billing Fees —Bylaw Vote
7. Open Forum /Questions





UNOCH Members Meeting

## Minutes

March 24, 2009

1. **Welcome/ Introductions**-See sign in sheet for members present.
2. **RN Survey Results/Negotiations Update**- Reviewed results of the RN surveys. We received response from 30% of the RN's. The results were not surprising. The top 3 issues remain: wages, retirement and medical benefits. Many of the complaints revolved around poor management. While management is not something that we can negotiate, we are very concerned about the comments. Nicole has met with Kathleen and Meg Norton. They were very interested in the comments and listened to our concerns. The RN negotiating team has met several times already. They have presented a number of non-economic proposals to the hospital. We are expecting to meet with the hospital again in a couple of weeks. By May we will be meeting

with them on a regular basis, and will begin the economic portions of the contract at that time.

3. **Time Cards and Clocking-** UNOCH wanted to remind the membership to be accurate in their clocking. When/if you are late to work, the best thing to do is swipe/badge in. If you are late and you add a clocking, you need to add it for the actual time that you began work. The hospital uses your badge to keep records on when you park, when you enter your unit. Clocking in before you have arrived is a terminable offence and employees have been terminated for doing so. UNOCH will not be able to save your job if this occurs.
4. **Use of OA's-** Just a reminder, we do not do UNOCH business over OA. The hospital has the right to monitor everything that transpires via OA, and we prefer to keep our business separate. The best way to contact us is by regular email @ [www.unoch.com](http://www.unoch.com). Also remember that we work at the hospital in the units and are not on set schedules. We do not want important issues to go days and days without attention.

5. **New Reps Training Day- April 7<sup>th</sup>- RSVP by April 1<sup>st</sup>-** We are having a reps training day on April 7<sup>th</sup>. We are looking for unit representatives as well as a few new certified reps. The nit reps training will only take about an hour, for those interested in becoming certified reps, the training will continue for a couple of more hours. If you know anyone who is interested in this training please have them contact Jessica before April 1<sup>st</sup>.
6. **Dues Authorizations/ Billing Fees –** As many know, the hospital has required UNOCH to obtain a new dues/fees authorization form from the membership. UNOCH has collected a number of these in person and have mailed forms to those we were unable to obtain on campus. These are forms that the hospital is required by law to have for anyone that they are doing a payroll deduction of dues on. Currently RCHSD continues to deduct dues from all employees in the bargaining unit regardless of whether or not there is a form on file. In the future, as early as mid-April, the hospital will change this practice. When this occurs members who have not signed a dues authorization form will need to be

billed by UNOCH for dues. To cover the costs of billing a proposed change was made to the UNOCH bylaws. A proposal was made by Jay that a service fee be charged to members who decline payroll deduction to cover the costs ensued in billing. The motion was 2<sup>nd</sup> by Lana and the motion was carried unanimously. Depending on the number of members who elect billing vs. payroll deduction, UNOCH may hire a billing company to perform this task.

7. **Open Forum /Questions-** Questions from members asked and answered.

**Meeting Adjourned**