

PFNHP Membership Meeting Minutes

Date: 3/19/26

Time: 7:00 pm

Location: Zoom

Attendance		Other Business
Jaden Collier	Finn Yarbrough	
Linda Novak	Geanine Sherwood	Call to Order: 7:02 pm
Dawn Hart	Carrie Pertak	Meeting Adjourned: 8:09 pm
Paige Kernan	Maya Schnell	Next Meeting: June
Pam Johnson	Darcy Rowe	
Val Doria	Amanda	
Linda Clark	Mary Wood	
Jessica Nicholson	Samantha Foley	
Liz Hammel	Anne Corcoran	
Deb Hawkins	Brian Paquette	
Josie Moulton	Brayley Chriss	
Boss Lady Wendy Vann	Jenn Barber	
Liz Willey	Alyson Russell	
	MacArthur Stine	Recorded by: Liz Hammel

Agenda	Discussion	Action
Secretary's Report	Much of Liz's time is spent on the monthly newsletter, reviewing the membership data sent by HR and making sure it's accurate, meeting with HR to correct errors. There are still some errors with the info coming monthly from HR, but there has been a lot of improvement.	
Presidents' Reports	<p>President – Maya is proud of all we've accomplished. RN Bargaining coming up. As a non-RN member of the union, she's not going to take a spot at the table, so introduces VP of RNs Finn Yarbrough to take us through the bargaining process.</p> <p>VP RN – Finn shared a PowerPoint laying out the process of bargaining the RN contract which expires in September. Discussed the timeline and the RN Survey highlights. Survey shows that the big three priorities are wages, staffing, and CTO accrual, followed by health insurance and retirement. Happy to announce that there were more RNs willing to serve on the bargaining team than ever before. After reviewing the interested members' statements of purpose, Finn recommended the team. As President, Maya appointed Finn as the chair of the Bargaining Team, and appointed the following members:</p> <ul style="list-style-type: none"> •Chair: Finn Yarbrough •Birthing Center: Jenny Day •Med/Surg: Josie Moulton (Now BC, formerly Med/Surg) 	

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	<ul style="list-style-type: none"> •ER: Kristen Bond-Watts •Surgical Services: Jess Nicholson •Helen Porter: Courtney Celotti •Medical Group/Infusion: Liz Hammel <p>Mary Wood, Deb Hawkins, and Sophie Gravell will serve as mentors for new Bargaining Team members.</p> <p>The next step is to use the survey to review the current contract and draft proposals for bargaining.</p> <p>VP Tech & LPN – Dawn reports Surg Svcs and BC techs are putting together info for its staffing committee. Management is using its rights to change schedules – there has been a lack of information about the changes, and Dawn and others are trying to get more information. Maya states it’s happening for the Rad Techs too. This issue is on tomorrow’s L-MC meeting agenda.</p> <p>VP Support Staff – Paige works a lot on staffing and career ladder committees, and lately, dealing with changes at PMG at the administrative level, which will cause extra work for members without extra pay. She is working closely with Chief Steward Anne Corcoran on this. This issue is also on tomorrow’s L-MC meeting agenda.</p>	
<p>Member Engagement Chair Report</p>	<p>Carrie has been working with Tara Farrell on a back list of people who need union orientation. She likes that she’s already addressing problems with orientation, for example some tweaking re: info about SQSS reporting.</p>	
<p>Field Rep’s Report</p>	<p>MacArthur likes to see all the faces at the meeting, PFNHP members using our power together. He is pleased to see a lot of coordination between the TLSS and RN Units, which is happening at L-MC meetings, stewarding opportunities, and here at this meeting.</p> <p>Encourages the Porter Professional Unit to coordinate with RNs and a couple of units at UVMC who all will be bargaining contracts at the same time. If all these BUs ask for the same changes to benefits, we all have more leverage because we are stronger together.</p>	
<p>Treasurer’s Report</p>	<p>Mary reports that finances are good. Over \$270,000 in bank account, not including CDs. Books have been reconciling monthly since the last membership meeting. Payroll on QuickBooks started in January. Mary will be starting to work on the next budget for presentation and voting at the June membership meeting.</p>	

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<p>Grievance Chairs' Reports</p>	<p>MacArthur – Brian Paquette and Anna Snipes are stewarding on M/S on a level that doesn't require attending the monthly EB meetings. They are working hard and learning a lot about stewardship at meetings with management.</p> <p>RN – Jess reports that she and Kendra are very busy but the work is very rewarding. Happy to help everyone we can.</p>	<p>All: Please encourage all bargaining unit employees to bring a steward to all meetings with managers/supervisors.</p>
<p>Committee Reports</p>	<p>Staffing – Med/Surg – Paige appreciates the people who are stepping up because the committees won't work without their involvement. Med/Surg just finished. Mgmt committed to having 3-4 LNAs on the floor instead of 2. LNAs are now assigned to only one nurse's patients during the day shift, so there are fewer people they have to hunt down. Mgmt is supporting a geri-aide position to be shared with ED. At L-MC Jon Rasmussen is supposed to be giving those changes in writing. Reports that culture is improving over there, people are being listened to more. Moving on to BC and Surg Svcs staffing committee next.</p> <p>Career Ladder – Working on Lab Assistants Career Ladder now. Paige is optimistic that it will be finished soon.</p> <p>Helen Porter – Pam Johnson reports that this committee is behind because of cancellations. Trying to follow up with where we stand with the float position – questions on how they are trying to fill this. Post-acute has stressed strongly that they need another nurse and are getting resistance. Attendance has been an issue – working on education around "7-minute" time clock rule. Maya agrees we have hit some disappointing hurdles, but we owe it to the HP staff to keep trying, so we're not giving up – we'll keep fighting. We'll probably have to escalate matters, and we'll need the union and the community's help with that.</p> <p>L-MC's – MacArthur discussed the majoritarian action taken by the Surg Svcs RNs. Full staffing on the unit will be 7 RNs on the floor. The group learned that travelers were not being used appropriately for the call schedule. We've filed an RFI for Surg Svcs traveler call. Surg Svcs RNs came together and expressed reality of the situation they were experiencing that management did not understand. Management took exception to the tone of the note. Wins came out of that action because the nurses spoke as one voice. Liz Willey notes that Radiology doesn't use travelers for call either.</p> <p>Nurse Practice Council – Finn reports that the NPC meeting in January was uneventful except one exception. Management is going to hire an educator for Surg Svcs. (not a union position) and close an open RN position. Currently, the contract doesn't protect from that happening. There is</p>	<p>We are looking for a Birth Center tech for the staffing committee. Please encourage anyone who may be a good fit and is interested to reach out to Paige.</p> <p>Contact Courtney Celotti if RN bargaining can include anything to support HP.</p> <p>MacArthur: We should file another blanket RFI regarding travelers and call.</p>

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	<p>still one Surg Svcs RN position open. This NPC may be replaced by unit practice councils.</p> <p>EOC – Finn explains that this committee is about all the logistics re: machinery, equipment, policies and procedures, how it’s all maintained, fire safety, disaster and emergency response, etc. It’s the nuts and bolts of how the hospital runs.</p>	<p>Any RN interested in joining the EOC please contact MacArthur.</p>
<p>Open Forum</p>	<p>Alyson Russell – ASU is dealing with same thing that the OR was. We are understaffed, don’t have travelers. Mgmt won’t fill a 60-hour position and people’s schedules will be changed. Currently we don’t have power in contract to force them to fill positions. MacArthur suggests they use the ADO forms. Alyson says they are told they need to be “more creative with their time.”</p> <p>Jenn Barber – Regarding the debriefing after an emergency situation that Finn brought up during the EOC policy discussion. It is concerning to her that leadership is leaving open the ability to discipline staff after a debriefing. Nobody should go to a debriefing feeling like they’ll be disciplined or chastised in any way. Everyone’s working to solve the problem. It alarmed Finn too and he doesn’t think mgmt understands our perspective. Finn raised that in more than one meeting and Brayley backed him up in the meetings. Jenn Barber – there are documented tools for leading debriefing. Brayley adds the EOC wants to push it off to L-MC meetings and splinter staff.</p>	<p>All: Use ADO forms every time there is unsafe staffing, call-outs that mgmt isn’t covering.</p>
<p>Next Membership Meeting</p>	<p>June 2026</p>	