

PFNHP Membership Meeting Minutes

Date: 6/18/26

Time: 5:30-9:00

Location: MREMS and Zoom

Attendance		Other Business
Donna Stone	Maya Schnell	
Nicole Tuggle	Paige Kernan	Call to Order: 7:02
Val Doria	Finn Yarbrough	Meeting Adjourned: 8:38 pm
Anna Snipes	Mary Wood	Next Meeting: September 2026
Haley Bagley	Liz Hammel	Recorded by: Liz Hammel
Elyzabeth Donnelly	Carrie Pertak	
Hannah Jackman	Jess Nicholson	
Jess Nichols	Kendra Powers	
Sarah Huntley	Deb Hawkins	
Julie Gendreau	Anne Corcoran	
Laura Chevalier	Alexis Cram	
Samantha Smith	Pam Johnson	
Shayna	Danielle Rheäume	
Brittany	Courtney Celotti	
Paula Moss Christie	Allyson Russell	
Shelby Sullivan	Carrie Munger	
Brayley Chriss	Karen Hardy	
Lydia	Tirzah Blackstone	
Amanda Jimenez	Jennifer St. Clair	
Amber Ketcham	Emily Abermanis	
Catie Cannon - & in person	Lexi Rosen	
Leah Raymond - & in person	Helen Heitman	
	Janet Cornacchia	
MacArthur Stine – AFT Field Rep	Bill Huntington	

Agenda	Discussion	Action
President's Report	Maya thanked by name the EB members for all their hard work across HP, PMG, hospital, bargaining team, grievance team, member engagement team, officers, chief stewards, the Vice Presidents, and committee members. She acknowledged that it is a difficult time in health care now, making things difficult at Porter, and noted that the A&M report discounts the human element. Maya is confident that together we will face these changes because of the dedication of the union members to patients and each other.	
Vice Presidents' Reports	Paige logged over 157 hours working on union matters between August 2025 and today. The majority of it on the Staffing and Career Ladder Committees. Four Career Ladders are complete: LPNs, Lab Assistants, EVS techs, and Laundry Techs will have the opportunity to apply for those ladders when annual reviews start later this year. The Staffing Committee worked with	

Membership Meeting Minutes, page 2

	management to increase LNA staffing levels on M/S and also made some process changes that benefit patients and staff. Paige thanked the staff in each unit who participated on the career ladders and / or staffing committees for their part in making meaningful change. She outlined areas she believes we should focus on next year: supporting RNs as they bargain their next contract, ensuring PMC is adopting AI in a way that benefits patients and not just to reduce staff, and remembering our power lies in our ability to gather together and speak as one collective voice. Finn – Much of his current union work is as the Chair of the RN Bargaining Committee. Bargaining this next contract is going to be difficult, especially because of recent proposed RN cuts in PMG and the messaging coming from UVMH. Solidarity will get us through. There's a lot we don't know going into this bargaining session. It seems too large a task to tackle but we don't have to tackle it all in one day. Finn will continue working with and for all of us and looks forward to bargaining. The work's not going away – who is going to do the work?	
Treasurer's Report	We are doing very well. PFNHP used funds from only seven categories on our budget this year, and have net income from the 2025-2026 budget. Proposed budget for 2026-2027 was screen shared and showed projected income and expenses. Of note is more funds budgeted for attorney consultation in 2026-2027 because of increases in grievances needing discussions with the attorneys and arbitrations. Members in person were given a ballot to vote on proposed budget and those on the Zoom were given an opportunity to vote via anonymous poll.	
AFT Field Rep's Report	MacArthur expressed that he is honored to be a part of this effort. His ties to Porter go back to 1981 – his father was a doctor here and his sister is now. Especially now with all situations we're facing, it's very important to communicate in writing with management about unsafe conditions using ADOs. They create a record of each incident of unsafe staffing that can be discussed at L-M Committee.	
Grievance Chairs' Report	Kendra – Some grievances this year have been resolved at first step with an email. This year's wins, among many others: job transfers moving faster, when you call out – management can't keep badgering you to come in anyway. Jess continued with wins – People have been able to be rehired w/in the network after termination here, float pay for nutrition dept, downgraded disciplines in many instances, resolved vacation scheduling issues with the help of our stewards. Kendra thanked the stewards for all their work to help their colleagues with grievances.	
Committee Reports	HP Committee -- Pam Johnson reports that since the DON is out on leave, this committee is on hold. The petition to support HP available -- hard copy and at pfnhp@aftvermont.org. We will present to HP leadership. MacArthur adds that we will announce a media event and table with the petition around Middlebury to seek support from the community re: patient-facing staff cuts at HP. RN Labor-Management Committee and Nursing Practice Council – Finn says these now meet once every three months but we should go back to more frequently. L-MC is on hold because bargaining is about to start. The abrupt and unexplained	

Membership Meeting Minutes, page 3

	departure of CNO Linda Havey and her assistant Renee Sandy are leaving things undone. Linda Havey had been standing up unit practice councils to replace NPC. These unit practice councils would forward issues from the units to a larger committee with the idea that there would be more specific issues at the unit level. This work is on hold with interim CNO. We need to be comfortable pushing hard conversations in those meetings and holding management accountable to timelines. TLSS Labor-Management Committee -- Maya: Brandi won't be at it tomorrow. Radiology Director will be leading it. Some progress has been made.	
Open Forum	Jess Nichols on Zoom – At PEC, ED, please give contact info card for PC Middlebury for patients who don't have a PCP. We can get people follow-up appts before they are discharged from ED and PEC. Val Doria – Is there a second round of layoffs anticipated? MacArthur – it is entirely likely that this will not be the end of layoffs. PFNHP message – preserve and protect patient care. It's important that our message is unified. Defer to president or her delegee if approached by a journalist. Jess Nichols – Specific to RN layoffs, Brandon is in a unique position that the volunteer is the Lead RN. Concern that the position is going away. How can others support the RNs as they are going through this? MacArthur - Showing up at meeting this morning, like so many did. SQSS reports, investigate the ADO forms online and learn how to use them & help others. Liz – protect remaining RNs in the office re: Lead duties being passed along to them – file grievances if this happens, same if the front desk Lead is asked to pick up Lead RN responsibilities that are not in their scope. Catie – thanked everyone for all the support at the meeting today. She expressed feeling defeated after today and feeling that management “listened” just because they were obligated to let the union speak. Finn – withholding our labor is our biggest bargaining tool to force management to consider things they seem unwilling to consider now. We should start thinking about the possibility of a strike. Brayley – VFNHP is having similar conversations and there is a chance for massive solidarity call. Liz – We've learned a lot because of terrible communication from PMC / UVMH leaders for this RIF, which will be helpful if there are future RIFs. Deb – Healthcare is terrible at long term planning. It's frustrating, upsetting. There's a lot of brain power in this room and we can do a good job of fighting back. Jess Nichols – Is a town hall open to the public for questions a possibility – make management answer questions to the public? They presented this RIF as non-patient facing RNs but that's not true.	