

McLean Hospital Research Assistants' Union (AFSCME Local 1115)
General Membership Meeting Minutes
September 27th, 2023 | 5:30-6pm

- I. Call to Order
 - President Nigel Jaffe called the meeting of Local 1115 at 5:36 pm.
 - Roll call of officers: All present.
 - Attendance of members: 7 members present.
- II. Public Comments
 - Request to speak to agenda and non-agenda items.
 - A member asked if there is a policy where if you work on weekends, you make more than a normal hourly wage (ex: time and a half).
 - a) Eli let them know that the bargaining team initially proposed this during contract agreements but that McLean did not go for this because it is deemed part of the employee's "normal hours," and is not overtime.
 - b) Eli said that the employer is required to tell you at the time of hire if you will be required to work weekends.
 - c) The member said that their employer did tell them this at the time of hire.
- III. Reports of Officers
 - Secretary's Report
 - Approval of 8/30/2023 meeting minutes
 - Motion to approve minutes by Nigel Jaffe. Seconded by Eli van der Rijn. All in favor. The minutes were approved.
 - President's Report
 - Anniversary of contract and 2.5% annual raise
 - a) This raise should have gone into effect during the most recent paycheck for everyone who was here when the contract was ratified.
 - b) For people who were hired after the contract was ratified (9/19/22), you'll get your 2.5% raise on the anniversary of your hire date.
 - Pass out fact sheets
 - a) Nigel sent out fact sheets via email and also had some at the meeting. The contract is the guiding point for the union.
 - b) Your rights are listed in the contract! It's good to know them!
 - Changes to employee benefits in 2024
 - a) Starting in January 2024, there will be changes to benefits.

- b) As employees, we have a right to all the benefits that other employees have access to.
- c) There are some improvements for this year's benefits.
- d) During the Open Enrollment Period (Oct 16 - Oct 27), go into Peoplesoft and choose the insurance packages that make the most sense for you.
 - (1) On AskMyHR, there is information for figuring out which health package, etc. is best for you.
- e) If you don't make a choice, you'll default to the Core PPO Plan at the same level of coverage as 2023.
- f) Also! Your bank of sick time ends at the end of this calendar year.
 - (1) Ex: If you have 3 sick days remaining at the end of this calendar year, you'll lose them when the calendar year changes.
- g) They'll be combining vacation time, sick time, and holidays into a bank of paid time off (PTO) at the start of the next calendar year.
- h) Employee Experience Survey
 - (1) HR sent this out this past week. Do it! It's important to have your voices heard!
- Julia gave an update on the mold in Oaks.
 - a) She reached out to the safety committee this past month.
 - b) They included others (such as Dawn, outside resources, higher ups in the hospital, etc.).
 - c) As of now, they are reaching out to the EHE Company in Newton who is going to come and do tests in the building (air quality, moisture levels in the walls and ceiling tiles, etc.).
 - d) Dawn and others at the hospital think it's mildew and not mold.
 - e) They also reached out to Mark (the new campus operations manager) who is going to go over with the EHE when they run tests.
- Vice President's Report
 - Membership updates
 - a) There have been 8 new union members since the last meeting.
- Treasurer's Financial Report
 - This month's expenses:
 - a) Snacks for this month's meeting were purchased by Anna.
 - Starting balance: \$1,549.40 as of August 31, 2023
 - We received another dues rebate (we get them quarterly): +\$414.52 in September, 2023
 - Expenses: -\$21.16

- Current balance: \$1942.95
- Additional information:
 - a) Nigel Jaffe has become an authorized user on this account as of 9/26/2023.
- Motion to approve Treasurer's Report by Nigel Jaffe. Seconded by Eli van der Rijn. All in favor. The Report was approved.

IV. New Business

- Upcoming elections – consider running for the exec board!
 - If you'll be here from November 2023 - November 2024, think about running! Spread the word about it!

V. Adjournment

- President called for a motion to adjourn at 6:05 pm. Second by Anna Tierney. All in favor. Motion passed.