




















Date: September 8, 2023
 Time: 1:00pm – 2:30pm
 Location: Susan Busby Classroom #03
 Invited: Debbie Derouin, Marianne Fletcher, Tam Gallagher, Melissa Cummins, Liz Pawlowski, Laura Horn, Justine Boyd, Sara Pereira (C)

Managers: Theresa Ferrari, Stacey Shepherd, Christine Wright,
 Regrets: Elisa Lisella

Item	DESCRIPTION	Lead/Time
1.0	Call to order The meeting was called to order to 1:03pm	
2.0	Approval of Agenda 2.1 Previous LMM/Grievance Minutes  HAC Minutes- June 2023.pdf	Approved
3.0	Opening Remarks/Welcomes None	
4.0	Review of Last Meeting's Action Items	
5.0	Ongoing/Standing Agenda Items 5.1 – Article 10.11, 10.12 & 10.16 10.11 (d) Outside of BU <i>When applicable</i> 10.12 (c) Agency <i>Provided by Finance Quarterly</i> - <i>Q1 due July 1, 2023</i> 10.16 (b) Vacancies Filled, Rescinded, Unfilled <i>Provided monthly – Next report due in October</i> 10.16 (d) RN/RPN Ratio Data <i>Provided by Payroll semi-annually on March 31 and September 30</i>	

	<p>- <i>Next report due September 30, 2023</i></p> <p>17.8 EI Rebate</p> <p><i>Provided by Finance following first pay in April – sent April 11</i></p> <p>5.2 HAC Trends</p> <p>5.3 IWA Forms On-Line Update</p> <p><i>Update to come in the fall – Marco Mugheddu to attend in October</i></p>	
<p>6.0</p>	<p>Active Business:</p> <p>ICU Workloads: June 21, 2023</p> <p> ICU IWA June 21.pdf</p> <p><i>Theresa Ferrari attended to speak to above workload</i></p> <ul style="list-style-type: none"> - Calls out were made to no avail - 3 sick calls placed this day - Leadership assisted - Ee noted resolution occurred on the workload report <p>General Surgery Workloads: August 17, 2023</p> <p> General Surgery IWA - August 17.pdf</p> <p><i>Stacey Shepherd attended to speak to above workload</i></p> <ul style="list-style-type: none"> - Employee called MOC, did not tell MOC that there was already a plan - No safety concerns on the unit, charge nurses did not write out plan - Employee on the workload was frustrated with the situation, which led to workload, follow up with Ee completed - Ee noted resolution occurred on the workload report <p>6South Workloads: June 23, July 7, 15 (2), 26, August 8 (2), 9, 14, 2023</p> <p> 6S IWA June 23.pdf  6S IWA July 7.pdf  6S IWA July 15 (2).pdf  6S IWA July 15.pdf  6S IWA July 26.pdf  6S IWA August 8 (2).pdf  6S IWA August 8.pdf</p> <p> 6S IWA August 9.pdf  6S IWA August 14.pdf</p> <p><i>Christine Wright attended to speak to the above workloads</i></p> <ul style="list-style-type: none"> - Unit is short staffed due to multiple sick calls - Staff are calling beyond the call in time - Specifically large amount of RPN sick calls 	<p>Theresa Ferrari @ 1:00pm</p> <p>Stacey Shepherd @ 1:10pm</p> <p>Christine Wright @ 1:15pm</p>

	<p>LP: The big issue is people are not calling as per the Collective Agreement, don't want to work Overtime</p> <ul style="list-style-type: none"> - Offering 2 RN jobs on the unit - Currently 2.0 Vacancies – 1RFT, 2PT <p>Union: Any Tele concerns?</p> <ul style="list-style-type: none"> - No, telemetry is not on 6S <p>Operating Room Workloads: May 19, 25, 29, 30, June 2, 5, 6, 2023</p> <p>  OR IWA May 19.pdf  OR IWA May 25.pdf  OR IWA May 29.pdf  OR IWA May 30.pdf  OR IWA June 2.pdf </p> <p>  OR IWA June 5.pdf  OR IWA June 6.pdf </p> <p>Discussion occurred in that because there is an active arbitration regarding the PRC, these workloads would not be addressed at HAC at this time, written response for all above workloads: workloads were a result of staffing shortages, sick calls.</p>	
<p>7.0</p>	<p>New Business/Discussion Items: <i>No New Business</i></p>	
<p>8.0</p>	<p>Review of Action Items from this Meeting: <u>ACTION:</u> Sara Pereira to invite Marco Mugheddu/IT rep to October HAC to discuss online IWA <u>ACTION:</u> ELR to invite Sonja Herrington & Terri Botting to October LMM to discuss paper Schedules</p>	
<p>9.0</p>	<p>Adjournment</p>	
<p>NEXT MEETING: October 13, 2023</p>		