

## Women's Committee Meeting

09/18/2025 @ 10 am

In attendance: John Gibson, Robin Butts, Thema Dwyer-Barnett, Kris Keehn, Catherine Palmer, and Alofa Brooks

- The meeting was held at the Union's Headquarters in Croydon, PA. Opening the meeting was Local 308's President John Gibson and continuing the meeting until adjourned was Chairwoman Robin Butts.
- We opened the discussion of what had been discussed at our last meeting on August 7<sup>th</sup>, 2025.
  - We discussed the By-Laws (We needed to rediscuss the By-Laws as we had only gone over Article 1 of the By-Laws)
  - Meetings are set for once a month until the committee becomes acclimated to our new roles and responsibilities and come up with plans for the future. Starting January 2026, the Committee will meet through Zoom once a quarter. The next meeting will be on October 16<sup>th</sup>.
  - There needs to be at least 5 members from the Committee to form a quorum for the meeting.
  - We had previously discussed about women pumping at work.
    - We all discussed that there was a designated area in each building for women to pump their milks, but there is not an area for storing them. One office is allowing storage in their Union Office.
    - We discussed where diabetic needles could be stored. Possibly in the same area as the nursing station, just section off from the pumped milk.
  - There was discussion of inviting President June Harris, the Central VP and Local 306 President, to one of our meetings to get some ideas from her.
  - Chairwoman Robin Butts designed our Local 308 Women's Committee logo.
  - Childcare was discussed and the difficulties.
- End recap of August 7<sup>th</sup>, 2025.

Start of meeting for September 18<sup>th</sup>, 2025

- There is to be no "circles" outside of the Women's Committee. Women should be able to come to the Committee member, and the Committee member will discuss it with the Committee.
- How would we present this to Management?

- Gibson: This is within the Union. Management is already giving us a hard time giving us time for union time.
- Article 1 – Mission of the Committee:
  - Encourage and engage women to be active members. All working women have the right to a safe and decent living at a reasonable wage. All members are entitled to equal and fair justice and to be treated with dignity and respect. All members present at the meeting are in agreement with Article 1.
- Article 2 – Duties of the Women’s Committee:
  - Section 1: To meet and address matters that may be referred to Local 308 Women’s Committee
  - Section 2: To approve or disapprove, by majority vote, any subject and/or matters that require a vote and is properly presented to the Local 308 Women’s Committee.
  - Section 3: To present reports at all regular meetings of Local 308 Women’s Committee
  - All members present at the meeting are in agreement with Article 2.
- Article 3 – Membership:
  - Section 1: Only officers, stewards or a union appointed member to a position of Local 308, who are in good standing, shall be eligible to participate in the business of Local 308 Women’s Committee.
  - Section 2: Members shall observe, conform, and comply with all the terms and provisions of these by-laws as well as all rules and regulations, policies and procedures, and decisions of Local 308.
  - Section 3: Members shall refrain from conducting themselves in a manner that interferes with the conduct of the Women’s Committee. Members are to comply with all requests from Local 308 President, and/or the Committee Chairperson.
  - Section 4: Members shall protect the integrity of the Local 308 Women’s Committee and the NPMHU.
  - All members present at the meeting are in agreement with Article 3.
- Article 4 – Officers and Members of the Women’s Committee:
  - Section 1: The Committee members shall consist of members of Local 308, who are serving as Union Officers, Shop Stewards, and/or in an appointed Union Position.
  - Section 2: All Committee members shall be appointed by the Local 308 President.

- Section 3: The Committee shall consist of a Chairperson, a Secretary, and various Committee members. The Chairperson, Secretary, and the number of Committee members will be determined by the Local 308 President.
- Section 4: It shall be the duty of all the members of this Committee to abide by these By-Laws to the extent that they are applicable.
- Section 5: In the event of a vacancy in the Chairperson or Secretary for whatever reason, such as resignation, retirement, death removal from union office or union position or discharge from the Committee – The Chairperson vacancy shall be appointed by Local 308 President. The secretary will be filled by one of the Committee members.
- All members present at the meeting are in agreement with Article 4.
- Article 5: Duties of Officers:
  - Section 1: The Chairperson of the Women’s Committee shall preside at all meetings of the Committee. The Chairperson shall coordinate the work of the Committee to ensure that the objectives of the Women’s Committee are promoted.
  - Section 2: The Secretary shall record and maintain the minutes of each meeting. She shall be responsible for performing other duties delegated to her by the Chairperson.
  - Section 3: Members of the Committee shall observe, conform and comply with all of the terms and provisions of these By-Laws, as well as all rules, regulations and policies.
  - All members present at the meeting are in agreement with Article 5.
- Article 6 – Meetings:
  - Section 1: Regular meetings of the Committee shall be held quarterly on the 3<sup>rd</sup> Thursday of the month at 11 am.
  - Section 2: In order for the Committee to function effectively, the Chairperson, the Secretary, and all Committee members shall attend all meetings and shall not be absent from the meeting without cause and without notice to the Chairperson. Exceptions to the rule will include emergencies and/or prior commitments. Absent members will notify the Chairperson as far in advance as possible.
  - All members present at the meeting are in agreement with Article 6.
- Article 7 – By-Laws:
  - Section 1: These by-laws shall be adopted by Local 308 Women’s Committee. These by-laws will not conflict with the National Women’s

Committee, the National Constitution of NPMHU or Local Union Constitution and must be approved by the President of Local 308.

- Section 2: The Women's Committee shall require a quorum for all meetings, which shall consist of 5 Committee members.
- Section 3: These by-laws may be amended at any meeting of the Women's Committee by two-thirds vote of the members present and voting. Any such amendments must be approved by the Local 308 President before they are effective.
- All members present at the meeting are in agreement with Article 7.
- Barrie: At my facility we have a problem with women being homeless, sleeping in their cars, women dealing with domestic violence problems causing them to miss work. EAP has been contacted to keep them up to date. Hopefully we can find more resources to help them out.
- Barrie: Every time I see a number for daycare, I write them down for the girls at work and give them the number. They always say that the place is out of their way, and they need somewhere closer to them. If they need the help that bad, they will find a way to make it work out for their family.
- Robin: Sometimes we must sacrifice our own comforts to help better our family situations. If moving Tours to make family life better and keep out of trouble with attendance, then that's what needs to be done.
- Alofa: How many start times does everyone's facility have? Lancaster went from having two or three start times a Tour to three start times for the entire building.
  - Other facilities have varying start times.
  - One facility might have only three start times as well.
- Robin: I have made our new Women's Committee Logo.
  - Discussed about having shirts made with our new logo and having our Local 308 logo incorporated with it.
- Robin: October is breast cancer awareness month, and I would like to plan on having the Women's committee plan a 5 mile walk for next year and possibly every year following. Have shirts made and sell it for maybe \$10 and send all the proceeds to the Foundation of the Committee's choosing.
- Alofa: Maybe each facility could have a suggestion box, so that if women at the facility want to stay anonymous and make suggestion, they could just drop it in the box, and the Committee can discuss it on our next meetings.
- The committee will meet once a month until November, and then quarterly after January. Physical meetings will possibly be held twice a year.

