

MINUTES OF THE PUBLIC SESSION OF THE NUHEALTH FULL BOARD OF  
DIRECTORS/ EXECUTIVE COMMITTEE  
September 6, 2018  
EXECUTIVE BOARD ROOM

Attendance Sheet: Attached

I. Call to Order: Chairman George Tsunis noted the presence of a quorum of the Board of Directors was present. The meeting was called to order at 7:05 p.m.

II. Report by Chairman

Chairman Tsunis explained that he recently toured the ER and Psychiatry departments at NUMC. He wants the board trustees to also tour the hospital. He explained that he saw a lack of resources within the departments. Chairman Tsunis also added that the prior CEO cut services such as art therapists, and he would like hire 4 additional full time and two additional part time art therapists. He recommended buying art supplies, televisions, couches, etc. to improve the child psychiatric department and the outdoor recreational yard. He also toured the chemical dependency unit and commended the work of the professionals working there. Chairman Tsunis thanked Dr. Mustacchia for implementing a policy which makes sure there is always an attendant available overnight for residents. He also thanked Jerry Laricchiuta from CSEA for recommending staffing changes that would cut out inefficiencies.

Chairman Tsunis then gave an FYI that he would like to hire a labor economist for less than 6 months and at under \$50,000.

III. Report by Interim President & CEO.

Dr. Paul Pipia explained that he provided a summary of accomplishments for board members to read.

IV. Corporate Action

**1. Financial Resolution Authority to Bind Insurance Policies (Exhibit "A")**

Dr. Bobby Kalotee proposed the following resolution.

The Nassau Health Care Corporation Board of Directors authorizes the Chief Financial Officer upon the recommendation of the hospital's insurance brokers to bind three insurance policies for the 2018-2019 period. These policies are the

Excess Medical Malpractice, Cyber Insurance, and Medical Malpractice for  
Nassau County Correctional Center.

The resolution was unanimously passed.

## **2. Nonunion Employee Policy**

Chairman George Tsunis discussed the hospital's termination pay for accrued vacation and sick days. He explained that the hospital cannot afford to pay such large amounts for in accumulated sick and vacation times. He proposed changing the policy by resolution from 90 vacation days and 200 sick days to 30 vacation days and 200 sick days, effective October 1 for new non-union hires.

Warren Zysman, LSCW asked if this policy would be retroactive.

George Tsunis responded that this will not be retroactive. He explained he is not prepared to make it retroactive right now, but he cannot say it will never happen.

Mr. Zysman asked how many sick days are accrued in a year.

Mr. Tsunis responded 13 sick days are accrued in a year.

Mr. Zysman explained that if the hospital does not allow for accrual, then employees will simply use all their sick days.

Frank Saracino, PhD expressed a belief that this policy would be counterproductive to the goal of the hospital. He believes the policy encourage people misuse their sick days.

Giuseppe Caruso, MD FCCP expressed a belief that this policy would actually increase spending for the hospital due to people misusing their sick days.

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Chairman Tsunis said he would like to believe that people will come to work if they are not sick.

Dr. Kalotee explained that the hospital should reimburse for unused sick days at the end of each year so that they do not end up paying more at retirement.

Steve Cohn, Esq. explained that other board members are assuming that everyone is a liar and cheater. He said an employee should only take a sick day if he is sick.

Chairman Tsunis proposed simply giving 60 Paid Time Off days, as opposed to classifying the days off.

The board was not in agreeance with this proposal.

Mr. Zysman explained that when sick days are lost, employees view it as punitive. He believes a typical employee will use a sick day if they will lose out from not using it. He added that an employee can call out up to one hour before a shift and therefore cause severe coverage issues.

Chairman Tsunis reiterated that the payouts at NUMC are far bigger than other Long Island hospitals and that people are outraged at our payout policies.

Mr. Zysman suggested created a hybrid policy that still includes a payout of some amount.

Mr. Caruso proposed a payout for days accrued above the accrual number.

Chairman Tsunis expressed that he would like to vote on a new policy tonight.

Mr. Cohn explained that this policy required more deliberation.

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Mr. Zysman suggested that Maureen Roarty and non-union workers are included in the deliberation.

Michael M. DeLuca, MPA said he believes the problem is out of control and he would like to make a decision tonight.

Chairman Tsunis said he will not ask for a vote now unless he sees a consensus. He also agreed that he was not in 100% agreeance on how to solve the problem.

Mr. Caruso asked Jerry Laricchiuta what a union member would get if hired today.

Mr. Laricchiuta responded that the cap is 200 days total.

Linda Reed explained that at Northshore, if they do not use sick days, they get paid for them. She said it is an incentive to not take days. She believes the hospital should payout after retirement in order to save money.

Chairman Tsunis made a motion to table the action for 30 days.

The motion was unanimously passed.

### **3. Establishment of Search and Safety Committees**

**Chairman George Tsunis presented Exhibit "B".**

Chairman Tsunis made a motion to establish the Search Committee presented in Exhibit "B".

Mr. Zysman made a motion to amend in order to include Maureen Roarty in the committee.

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Chairman Tsunis said Ms. Roarty would be integral in the search, but would not be added to the committee. He expressed a desire to keep the committee at an odd number.

The motion was passed with Mr. Zysman abstaining.

**Chairman George Tsunis presented Exhibit "C".**

Chairman Tsunis made a motion to establish the Safety Committee presented in Exhibit "C".

The motion was unanimously passed.

**4. Approval of MPAC Minutes dated 8/24/18 and 9/6/18**

Linda Reed called for approval of the MPAC Minutes dated 8/24/18 and 9/6/18. Upon a motion made, duly seconded and unanimously approved, the NHCC Board of Directors approved the MPAC Minutes dated 8/24/18 and 9/6/18.

**5. Approval of Legal and Audit Minutes dated 9/6/18**

Steve Cohn, Esq. called for approval of the Legal and Audit Committee minutes dated 9/6/18. Upon a motion made, duly seconded and unanimously approved, the NHCC Board of Directors approved the Legal and Audit Committee minutes dated 9/6/18.

**V. Executive Session**

Mr. Tsunis made a motion to go into Executive Session at 8:06 p.m. Upon motion made, duly seconded and unanimously approved. The NHCC Board of Directors went into Executive Session.

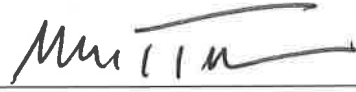
Board voted to end Executive Session at 9:25 p.m. and convene public session.

**VI. Public Session**

**VII. Motion to Adjourn**

There being no further business to discuss, the meeting was adjourned at 9:25 p.m.

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A handwritten signature in black ink, appearing to read "Tsunis", written over a horizontal line.

George J. Tsunis, Esq., Chair  
Board of Directors, NHCC

## EXHIBIT "A"

FOR YOUR CONSIDERATION

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### **Authorization to Bind**

The Nassau Health Care Corporation Board of Directors authorizes the Chief Financial Officer upon the recommendation of the hospital's insurance brokers to bind three insurance policies for the 2018-2019 period. These policies are the Excess Medical Malpractice, Cyber Insurance, and Medical Malpractice for Nassau County Correctional Center.

## **FOR YOUR CONSIDERATION**

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### **EXHIBIT "B"**

**A.** It is hereby resolved that the Nassau Health Care Corporation Board of Directors hereby approves **the establishment of two committees.**

The first is the establishment of a Search Committee to aid in the selection of NuHealth's President and Chief Executive Officer ("CEO"). The committee shall consist of **Dr. Giuseppe Caruso** as chair with the following members:

1. George Tsunis, Esq.
2. Bobby Kalotee
3. Steve Cohn, Esq.
4. Michael Deluca, MPA
5. Jerry Laricchiuta
6. Megan Ryan, Esq.

**Motion to establish a search committee for the selection of NuHealth's President and Chief Executive Officer.**

### **EXHIBIT "C"**

**B.** Additionally, the NHCC Board of Directors in its commitment to patient and staff safety hereby establishes a safety committee to assess and propose recommendations to the Board of Directors to enhance security.

The Chair of this committee will be Michael Deluca, MPA with the following members:

1. George Tsunis, Esq.
2. Jerry Laricchiuta
3. Chief Bruce LaPlante



4. Sgt James Delle

5. Megan Ryan, Esq.

**\*Motion to establish a NuHealth Safety committee who shall report to this board periodically.**