

LABOR /MANAGEMENT COMMITTEE MEETING AGENDA
MSOCS-LOCAL 1092
WEBEX
November 05, 2020 – 10: 00 a.m. – 12:00 p.m.

Attendees: Chris St. Germaine, Eric, Jenny Colello, Nadine Leutem, Jerimy Hallsten, Angel Fuchs, Heather Schultz

<i>Subject</i>	<i>Discussion</i>	<i>Recommendation/Action</i>
Introductions:		
Previous Meeting Minutes: Meeting was cancelled		
Items to Discuss: 1. Update on Swan Lake and Cedar Ridge Transition	<ul style="list-style-type: none"> • Kim discussed general process – staff can bid, apply, or express interest into open positions, in this scenario we may TR them back to the transitioning site until it closes. Once we get closer to the transition date, we generally do permanent reassignments. We do not anticipate doing layoffs. • Once vacancies come up within 35 miles of the transitioning site, we generally need to post the vacancy, and if we get a bidder, we are generally required to accept. If no bidder, we have typically placed these positions on hold in the past, but we have been finding this is not working well. We sometimes need to fill the position, and in addition, staff don't like that their options are then being limited. • Labor-we were told that positions would be put on hold for us, and then that wasn't the case. Kim-communication will be better, Angel is going to start sending regular updates on the transition. • Angel will do biweekly or weekly communication. St. Louis County has had interest from several providers, she will send out communication on Monday to staff about what's happening next. • Biwabik – 3 TRs to this site from vocational, 1 from Pike Lake. Staff going on leave. Will need to fill a position there. 	
2. Update on NVO, NSCO, Moose Tracks	<ul style="list-style-type: none"> • Moose Tracks is now NVO. • Each site is opening in a different pattern. As we bring individuals back, we need to have the staffing to cover it. Need to ensure we have the financials to cover it. Not all staff are back. Some staff are back in the building, but not all. Not all individuals want to come back to work, some are waiting it out. Still have staff assigned out to DCT sites, seeing if they can get them back. Still supporting residential sites to fill staffing holes, covering for staff on covid leave. • NVO – 5 staff bid out of NVO. 	

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3. Overtime Data	<ul style="list-style-type: none"> Chris – with covid, where numbers are at with overtime. With vocational help, is that helping with OT. Moose Lake sites. Heather will forward this to Chris. 	
4. How many staff are temp reassigned out of the Moose Lake bargaining unit	<ul style="list-style-type: none"> Nadine - 4 staff assigned to CARE Carlton, 2 assigned to MSOP. Chris Moran assigned outside of Moose Lake, but he will be returning soon. 	
Residential Updates (including vacancy):	Discussed previously	
Vocational Updates (including vacancy):	Discussed previously	
Crisis Updates (including vacancy):	All beds are full, no vacancies. Less impact from covid.	
Covid – questions about the policy	<ul style="list-style-type: none"> Kim provided an overview of the policy – once staff screen out, they get 2 days of paid covid leave while they get tested. If they test positive, they have up to 80 hours of paid covid leave. While waiting for test results, they can use their own sick time as applicable. Additional questions included: Can they come back to work while still symptomatic? No – they still don't pass screening. They can use sick leave. Testing takes 3-4 days. How does covid pay work? 2 days initial, if they test positive, they get up to 80 hours of pay. They can use sick leave for any missing time. If they don't have FMLA, can they still have covid leave? – yes. 	
Next/Upcoming meetings:	<p><u>2021- Meeting Dates – 10 a.m. meeting times.</u></p> <ul style="list-style-type: none"> 02/04/2021 – Webex 05/06/2021- Webex 08/05/2021 - Webex 11/04/2021 - Webex 	

Minutes by: Kim Luchsinger

Dated: 11/5/2020