

AFSCME Local 1092 Meeting Minutes
September 12, 2022
Cloquet Public Library
And/or Zoom

Type of Meeting: Eboard

Call to Order: 4:33pm

Roll Call: Art M, Jessica L, Jason A, Sabrina S, Paul G

Excused: Dawn P, Heather S, Zachary C

Discussion:

- Mike Anderson, on Beta, lost his brother last month. Looking to pass \$100 and a book
- Group homes short staffed
- Investigatory interviews being demanded, and staff are not cooperating at CARE Carlton- 9/13/22 6:45am
 - Jess to check if male stewards can handle
 - Paul contacted management person (Dick Zonneveld) that they have to do on work time not forced time, cannot force per contract
 - He gave her 3 options of times to do investigatory interview
- Grievance regarding medical leave management meeting with Jess/Paul/Member- Shouldn't be a debate over the leave, it is "shall" in contract, says illness not leave
 - Agreed to extend till 20th for response
 - Requested update on investigation that was 6 weeks old
- Jess notified she cannot attend MSOP LMC while out on leave
- Art to set up Zoom link for future meetings, Local will reimburse
- Requesting facebook manager for Local
- Will revisit changing membership meeting dates in December.

Motions between meetings:

- Motion to donate \$100 to Mike Anderson and a comfort book, M/S/C

Motion to Adjourn: 5:02pm

Type of Meeting: Membership meeting

Call to Order: 5:02pm

Roll Call: Art M, Jessica L, Jason A, Sabrina S, Paul G

Excused: Dawn P, Heather S, Zachary C

Prior minutes:

- Motion to approve August 2022 minutes, M/S/C

Financial Report:

- Motion to approve financial report pending audit, M/S/C

President's Report:

- ✓ Been on vacation, nothing to add at this point and catching up on business

Vice President Report:

- DCT meeting-jess sending to our Local e-board
- HR list sent out, appears to happen monthly
- Notified that Heather S- house is being transmission to BMS's, which will take her out of AFSCME and placing her into MAPE
- Update on vacancies at DCT
- MSOP -48 fed
- All staff appreciation dates?

Chief Steward's Report/MSOP:

MANAGEMENT AGENDA ITEMS

1. **August 2022 Meeting Minutes** – minutes good, “grammel” typo
2. **Staffing Updates** – 36 vacancies, 9 (1st) 6(2nd) 21(3rd). We have employee starts in sept with couple of those starting in oct.

LABOR AGENDA ITEMS

1. **Staffing Crisis**
 - a. **How many vacancies by watch?** See above.
 - b. **Intermittent positions?** 5 total now with 2 recent hires (5X .2 = 1 FTE)
 - c. **Temporary ½ time positions?** Audit being performed by HR about splitting up FTE spots
 - d. **How much overtime for the month of August?** 5114 hrs – 904 (1st) 959 (2nd) 3251 (3rd)
 - e. **Recruitment incentives?** Current 2500 for the new hire and 1000 referral bonus. Those numbers are flexible however just because more \$ is offered does not equal quality candidates.
 - f. **Volunteer shift bonus?** All bonuses are flexible, admin trying to balance the amounts to maximize value.
2. **Moral issues and staff burnout** – admin encourages us to meet with supervisors to discuss disappointing annual reviews. Labor stressed supervisors should acknowledge the amount of overtime worked as well as working short handed without members having to advocate for themselves. Email was discussed about members working above and beyond and only given a “meets standard” rating.
3. **Comp time for Holiday OT** - tabled due to step 3 grievance topic the same
4. **Follow up A-Team schedule proposal** – (Terry) “brought forward yesterday” to HR. Admin has follow up questions as “all options are on the table” in coordinating with HR for any proposed schedule change considered.

Chief Steward’s Report/MSOCS & CARE:

Field Rep’s Report:

- Front line worker pay- all appeals were due already, mid-October is when they are supposed to be coming out
- Training scheduled 9/21- needs to be rescheduled, Jason will cancel the Library room reservation.
- Credentials are due soon, and Art/Jess notified credentials have been sent in
- Proposals due Nov 14, and Dec 8 delegates are due
- Nov 13- date due for proposals
- MNA strike in MN, you can wear green to support and show AFSCME is supporting on the lines

Political/PEOPLE Report:

- Labor knocks on Wed and Sat at Labor temple in Duluth- show up and list will be given to get out and door knock
- Make sure you get out and vote

Safety Committee Report:

- Tabled till next month

Old Business:

- Bank account-signed up and approved new signers (DONE)

New Business:

- Jen C and Gallagher want to be on supplemental neg team
- Local meeting 11/13 we will be voting on delegates for negotiation assembly, and closing proposals

Good & Welfare:

- Mike Anderson, on Beta, lost his brother last month. Looking to pass \$100 and a book

Motion to Adjourn: 5:25pm