

AFSCME Local 1092 Meeting Minutes
October 11, 2021
“The Jack” in Cloquet
And/or Zoom meeting

Type of Meeting: Eboard

Call to Order: 4:31pm, 5:40pm

Roll Call: Christina StG, Sabrina S, Jason A, Jenny C, Eric J

Excused: Dawn P, Heather S

Discussion:

- ✓ Grievances/timelines
- ✓ Release signed by grievant if not wanting to grieve
- ✓ Eric to reach out with Heidi/ Mel from HR about responses
- ✓ Interviews to Lead- best version of a process not liked
- ✓ Subway cards for members- some were removed as members who have left-
 - Christina to put thank you letter together by Tues/Wed next week (heavy day)
 - Heather, Art, and Eric to do cards out to members for MSOC
- ✓ MSOC - Nov 4th LMC with Christina/Jenny/Heather
- ✓ (1 list) 4 green sheets will be separated at table in lobby – go off list to get subway cards out to members per shift (MSOP)
- ✓ Sabrina - Email to go out to members tomorrow for next Tues/Wed gift cards to be handed out -Before your shift
 - Email to go out about statutory School and Activity leave vs. Education Leave
 - Safety Committee needing union members
- ✓ Matt Barton/ Jessica Joyal interested in becoming stewards- Art to set up training/Heather to find others interested in attending from MSOC

Financial Motions:

- ✓ Motion to pay suspension of 5 days for a missed timeline, M/S/C
- ✓ Motion to donate to labor temple holiday programs, M/S/C
- ✓ Motion to give all due paying members \$30 gift cards for holidays, M/S/C

Motion to Adjourn: 5:00pm, 5:46pm M/S/C

Type of Meeting: Membership meeting

Call to Order: 5:01pm

Roll Call: Christina StG, Art M, Sabrina S, Jason A, Jenny C, Eric J

Excused: Dawn P, Heather S

Prior minutes:

- Motion to approve September minutes, M/S/C

Financial Report:

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

President’s Report:

October 7, 2021 Labor Management Minutes-Christina StG, Jenny C, Scott L, Eric J attended

Management Agenda Items:

1. September 2021 Meeting Minutes- approved with no changes

2. Staffing Updates: Have hired 7 new staff for the month of October and have November lined up already. 4 Vacant Lead positions- 9 posted and going down soon, 4 more in the 1768 process and 1 dead bid on 3rd watch utility.

3. Covid updates: Memo out on the homepage- St. Peter went to mandatory masks for clients and point prevalence testing. Moose lake will still do the testing for the unvaccinated-The local still took the stand that we want all staff tested vaccinated or not. Labor also brought up the computer issues that happened with a staff member and how it is going to be fixed. Management said now everyone has to sign in with their own PW and password- it will lengthen the process a bit but then its each person individually signing in with their own stuff. Labor brought up the email that people get after testing and Management said that it is an auto generated email for when they did the home kits. Labor brought up the one question that was not answered in the meet and confer meeting and per Mn law we cannot allow them to do involuntary testing.

Labor Agenda Items:

1. Rounds on Omega 1&2: staff are feeling unsafe with doing rounds and HSA was noted and a question was asked why we can't have the clients switch in when staff do rounds. It was Management's stance that there could be a potential of anything happening on any unit with clients and behaviors. they want the staff to be out on the unit more and engaging with the clients and that the rapport and communicating could be safer. There are no IPP's in place the more information from staff the better. Omega units are considered living units, which would be the same as other units.

2. Update on the N95 fit test

AREAS TESTED AND STAFF: Transport staff, A-team (34), GMW's (4), 1st watch (6), 2nd watch (11), 3rd watch (17), 10 Supervisors, 14 staff eligible right now, 4 supervisors eligible. For the bid staff to come and the supervisors will talk with their staff when the time comes.

3. Number of open positions: Labor asked about the expressions of interest and how the process is for that. Management said it will be case by case, people can put in for an expression. Labor asked about intermittent positions. HR said that they cannot apply until after their employment ends and, in the interview process the staff would tell them that they would like an intermittent position. There are 4 intermittent now with one who just resigned last week.

4. Statutory School and Activity leave: Labor wanted to know the process in how staff would put in for that. HR/Management said they would need to follow the statute language, get 16 hours per 12months, there are different things to consider how much working hours, how far away, how many hours, what is it for (so they can make sure it follows the statute) leave sometimes is not paid but can substitute comp time or vacation time. Email supervisor and scheduler so they both know that the leave is wanted (so it doesn't get missed). We should be encouraging staff to have open communication in regard to what the school leave is for, so the staff don't get denied for not enough information around the leave.

5. Labor brought up the forcing before days off, asked if they would entertain an MOU or pilot program. Cory was going to look up the data around how many people are getting forced on their Fridays, how many hours etc. (He did speak with Christina and I and noted that he is doing another audit on it, but at this time it is very minimal and would not be worth an MOU in his opinion. Management did say that some rotations have more people and if this were put into place it could worsen the forcing as it would take away 1/3 of the staff to not be forced before days off.

- ✓ AFSCME Council 5 Convention discussion- backlogged Arbitration cases, burden of arbitration on Locals now, policy was changed at convention. Locals to have arbitration committee/board to decide what goes through from their local

Chief Steward's Report/MSOP:

- 2 new interested in becoming a steward- looking for stewards on nights
- Step 3 scheduled soon anyone else interested in participating, let me know, I'd like to have at least one person with me.
- No Step 3 heard at Labor management
- Class action for shift diff-no update yet, update should be next week

- Step 2 – still being handles

Chief Steward's Report/MSOCS & CARE:

- 1 investigation at CARE
- 6 open positions
- Jennifer program should be opening in about 2 months

Field Rep's Report:

- Work out dates for steward train with Art/Heather
- Back pay for contract should come on early December check (Dec 3)
- City of Duluth likely to have fight over health insurance

Political/PEOPLE Report:

- Elections Duluth City Counsel
- 4 school candidates running
- Door knocking Sat/Sun at noon Duluth Labor Temple

Safety Committee Report:

- September 23rd- rescheduled not enough participants- update next month

Old Business:

- Gift cards to members- list to be posted
- HR getting disciplines to correct Officers/stewards?

New Business:

- Gift cards discussion for Holidays- Art to look for average cost of turkey/ham
 - Discussion of inability to store turkey/ham
 - Cost and labor to distribute to all members all over
 - Agreed the cost of average turkey was accounted for to decide on holiday cards instead

Good & Welfare:

Motion to Adjourn: 5:40pm M/S/C