

Chief Steward's Report/MSOP:

- 1 Written-no grievance
- Might be filing a grievance on bulletin boards
- 3 items waiting for Arb:

1. On call
2. 1-day
3. Shift Diff Class Action
4. Holiday Comp time Class Action- sides picking arbitrators

Looking into:

✓ Pay inequity: Example

1. Some Security Counselors that started after others are making more. This example is what I believe may have happened. (this is by no means exactly how it happened, but a way of understanding of what happened... kind of)
2. John Doe started working the March of 2015, he got his first raise in September, then another in March of 2016
3. Jane Doe started in February of 2016.
4. The new contract eliminated the bottom two steps in July of 2016, bringing Jane to the same pay as John. Since Jane's next step was in August 2016, and her second step was in February of 2017, she is now making MORE than John.
5. John would get a raise in March and go the NEW step 3, while Jane would get her third step the following August and now be at step 4.
6. Jane, who started AFTER John, is now making more...
7. I'd like to file a grievance and ask for those who were at step 1, 2, or 3, to be moved to the step that corresponds with where they should be on the new contract.

Art - File Grievance
Class Action
GRIEVANCE

2015 people Falls behind 2016 Everyone hired No one is explaining what happened
people at step 1

✓ Nurses Treatments Alone

- Nurses meeting minutes from their meeting requiring nurse to do treatments alone and quoting "rapport" should make them feel better about being alone with clients

Safety Concern
Requested meet + confer Wednesday, 12-15-21 at 12:00 p.m.

MSOP LMC:

o Employer:

- ✓ 1. Staffing update: 6 Nov, 7 dead spots, looking at recruitment ideas, 5 dead Lead spots- lead leveling, process finalized so now should be posting, interviews after
- ✓ 2. Overtime-standing item on agenda
- ✓ 3. Covid updates:
 - ✓ • Central distribution list
 - ✓ • Booster forms- Nov 17 memo will be given out to clients, no permanent decision on staff boosters
 - ✓ • Discussion of boosters are readily available- people can go out in community
 - ✓ • Social distancing
 - ✓ • A-team got notices, don't hang out for longer then 15 minutes
 - ✓ • Topic brought up of control tactics, defense- not social distancing
- ✓ 4. Memo Dec 7 effective UBVS policy-NEW Implemented Tuesday 12-7-21
 - ✓ • List will be given out of clients needing it still
- ✓ 5. Medical clearance given to all bid staff
 - ✓ • About 10 need fit-testing still
 - ✓ • 1-2 don't have a mask to fit
 - ✓ • Determinations to be made on what to do if not cleared
 - ✓ • Need to work through ADA office if not cleared

o Union: