

AFSCME Local 1092 Meeting Minutes
June 13, 2022
Cloquet Public Library
And/or Zoom

Type of Meeting: Eboard

Call to Order: 4:40pm, 5:56pm

Roll Call: Christina StG, Jenny C, Sabrina S, Heather S, Dawn P., Paul G

Excused: Jason A

Discussion:

- Correct April meeting minutes to include per-diem for SEPC delegate motion-M/S/C
- Motion for International Convention- see below
- Future International Conventions- recommend Ear mark \$10,000 for future conventions
 - Motion to set aside \$10,000 as ear mark for future international convention and \$5000 set aside each year, M/S/C
- Arb cases Class Action on OT, Arb dismissed
 - Advance OT for security counselor given to non-security staff- Not contractual
 - Class action overtime #18435
 - Motion to send to arb appeal committee for review- M/S/C
 - MP- wants full copies of file, AFSCME does not provide
 - DL- dismissed, grievant did not receive dismissal document-
 - Motion to concur with arb dismissal because no new information- M/S/C
- ✓ Motion to get Local 1092 computer for secretary including Office 365 for \$535.99, friendly amended no more then \$700- M/S/C
 - Covered under office expense for funding
- ✓ Labor Day Picnic donations for Duluth, Cloquet, and Virginia (past donation was \$500, \$250, & \$250)
 - Motion for \$600 Duluth, \$300 Cloquet, \$300 Virginia- M/S/C

Motions between meetings:

- Motion for Local to cover expenses for 2022 National Convention for a total of \$9874.91. The cost is union activity- M/S/C

Motion to Adjourn: 4:58pm, 6:05pm

Type of Meeting: Membership meeting

Call to Order: 5:01pm

Roll Call: Christina St.G, Jenny C, Sabrina S, Heather S, Dawn P.,

Excused: Jason A

Prior minutes: Motion to approve May 9, 2022 minutes-M/S/C

Financial Report: Table till next month

President's Report:

- State Employee Policy Committee (SEPC) was held on May 20, 2022, State Employee Bargaining structure was approved.
 - The following were elected to SEPC Officers Joel Hoffman- President of SEPC, Eric Hesse -VP, Jessica Langhorst-Treasurer, Trish Dierdsen-Secretary
 - The following were elected to Dept. Human Services Policy Committee (DHSPC) Jessica Langhorst- President, Eric Hesse -VP Christina St. Germaine DHSPC At-large E-Board member and is on SEPC e-board, Sabrina Search-DHSPC E-Board member, and Dawn Poskie- trustee for DHS policy committee
- There is a rumor that only 10% of members voted in the last local election, this is not true.

- Obligation of officers was read: (Oath of Office)
 - I, _____, promise and pledge that I will perform faithfully and with honor the duties of the office which I now assume in the American Federation of State, County and Municipal Employees. I pledge to fight for a society where all workers can seek economic and social justice through participation in their union and our democracy. I will work for these goals by organizing unorganized workers, mobilizing workers to participate in the political process, and fighting to gain and defend the best possible working standards through contracts and legislation. I acknowledge that it is a privilege to serve in this office and I promise that I will deliver to my successor in office all books, papers and other property of this union which are in my possession at the close of my official term.
 - ✓ Chris was offering thanks and appreciation for all who have been involved in office
 - Job is not always easy
 - Do the best we can
- For candidates running for local officer seats, please refrain from using the state email system, as it is against state policy and AFSCME International Election Code. If a candidate wants to contact members, they must prepare a mailing; letter, stuff envelope, add postage (leave addressee area blank), delivery to AFSCME Council 5 and they put on members mailing address and mail out to members.

Vice President Report:

MSOP – LMC May 2022

Management items:

- Meeting Minutes: were approved by all
- Staffing updates: No SC's, 1 SC in July. They have had extensive conversations regarding on boarding and trying to get new staff to apply. They will be pulling people together to come up with better ideas. There are 2 events planned one June 6th an outdoor parking lot event. 6/16 is a virtual hiring event. 6/22 Supervisors are going from 8-4:30 to the Cloquet Workforce Center. St. Louis County still virtual and not on site.
- COVID UPDATES: Notices regarding testing went out No more Vault testing for the unvaccinated, had 2 weeks of negative client testing. Not sure when the goggles will go depends on where the county numbers are at.
- OPENING OF NOVA: Nova opened last week. It is going to be a conventional and admissions unit.
- OMEGA ½: All staff have been met with in regards, to the process of the change and have been an active part in the process from the beginning. The question was brought up in regards, to its being its own entity, do the sabbaticals have to happen? (This was questioned by labor). They are having on going meetings. What I got out of the conversation is that management is going to look at it, but not just for Omega for any unit. As all units can become stressful at some point in time.
- CLIENT ATTEMPTED SUICIDE: This was a major event that happened on 5/13/2022. EAP came the following wed (I believe) Supervisors checked with the staff involved all weekend, 1 of the staff requested to be pulled off for a little while (which management agreed to) They encourage support from all staff in these types of situations.
- ACKNOWLEDGEMENT OF BUSY MONTH WITH COVID AND ALSO POWER OUTAGES: The month of May was very busy with the outbreak in COVID, storms, loss of power, moves, suicide, water and no water. Management very appreciative that staff worked as a team to combat all these issues

LABOR ITEMS:

- HANDICAP PARKING SPOTS: Distance is different, why was spots taken away and can we get one more spot back on the west side for staff? It was managements position that the parking spots were put back to the other lots due to the need of using the west door not there anymore and that the reason they were moved was during COVID and that way visitors could come in that door to be screened. They argued that there is no distance difference between either door and that they will not entertain the idea of another parking spot in the west lot, due to the placement of the handicap access being in the front of the building and there is no need to be using the West door for visitors anymore.
- Reallocation of Electronics Systems Specialist position to a GRW: It is just a rumor at this point (HR responded). The Nature of the work not a Licensure issue. They will determine what tasks will be done by the non-licensed staff member. Minnesota Management and Budget determine the specifications of the jobs.
- EMPLOYEE APPRECIATION DAY: box lunches were good and thank you given to management

Chief Steward's Report/MSOP:

- Heard a 3rd step on a non-Certification
 - Heard a 3rd step on a 1-day suspension
 - We had an appeal denied prior to the policy change that would have allowed the local to push it forward and has been passed
 - Still waiting to hear back from the Grievance committee on a couple 3rd steps - one regarding COVID leave and one regarding overtime distribution
 - Some interest coming in for steward training, we did lose a few stewards since our last training
 - Looking at other areas to get people involved besides steward, EX: SEPC, conventions

Chief Steward's Report/MSOCS & CARE:

2. Management Updates

- CARE Carlton – Kate Toftness
 - **New site administrator started, Janice Mehle
- ICMS (overview, training options, support) – Martin Bosch

- **Sent everyone a document to make everyone aware of what ICMS is about
- **Started 3 years ago with the strategic plan
- **There are 31 trained facilitators in DCT as a whole
- ** 3 ICMS Core Team members are at CARE Carlton
- **ICMS is relationship building not just conflict resolution
- **Let members know about ICMS
- **Soon all staff, including supervisor and managers, will be attending ICMS as part of onboarding

3. Labor questions and updates

- AFSCME
 - 30 minute duty free break NOC shift
 - **30 minute duty free break is to be taken at one time not split up
 - **Email sent out twice in May explaining duty free breaks and also addressed at quarterly meeting with meeting minutes being sent after
 - **When 2 employee on NOC shift they are not able to leave facility for duty free break but are compensated for this time
 - **If 3 employees on NOC shift they are able to leave facility for duty free break
 - Cell phone out of the break room area
 - **CARE Carlton management covered on Thursday, May 26, 2022, at a meeting that personal cell phones are not to be on the unit which is an expectation of all staff.
 - LPN and CDPA job descriptions
 - **CARE Carlton PD's are standardized per classification/position. Janitorial duties are mainly infection control-based requirements on the site needs. CARE Carlton would not be different from any of the other MHSAT sites
 - How often are cameras reviewed
 - **There are COVID audits
 - **Audits are done when there are concerns
 - The moral at CARE Carlton
 - **The Workplace Relations policy is reviewed once a year
 - **ICMS and the Core team (3 employees at CARE Carlton) need to be utilized for conflict management
 - **Team meetings were started at CARE Carlton because of information obtained through ICMS.
 - AFSCME Visit to Site
 - **Unable to have visitation at site based on COVID cases
 - **AFSCME will reach out to Kate Toftness to schedule a time virtually or in person if that is

able to be done

4. Wrap up and miscellaneous

- Next Meeting September 1, 2022 at 10AM-11AM

- 6 investigations- Union to be given adequate time for steward availability
- Transition talk for sites with multiple incidents or seriousness of calls

Field Rep's Report:

- ✓ **29th-1st convention-in top 3 of MVP for PEOPLE contributors**
- ✓ **Membership numbers are great at 87%**
- ✓ **Juneteenth coming up- ones not working, contract covers at holiday**
- ✓ **Financial responsibility classes coming up- let Paul know if you want to get involved with financial responsibility**
 - **Pres and VP will have to go through it and take the training**
- ✓ **Let Paul know of any other training that the Local wants**
- ✓ **Roberts Rules suggested by Art for Local**

Political/PEOPLE Report:

- ✓ Council 5 endorsed Walz/Flanigan/Ellison

Safety Committee Report:

- ✓ Sabrina to follow up with attendees

Old Business:

- Close nominations for local officers and trustees

New Business:

- Labor Day Picnic donations for Duluth, Cloquet, and Virginia (past donation was \$500, \$250, & \$250)
 - Asked if Union's would donate a little extra as costs are up
 - \$600, \$300, \$300 recommendation
- Funding future delegates for International Convention
 - Recommendation to earmark \$10,000

Good & Welfare:

- ✓ Thank you card from Newber

Motion to Adjourn:

5:54pm