

Meeting Minutes: Moose Lake AFSCME Labor/Management

Date: 12/02/2021
Minutes prepared by: Darcie Koecher
Location: Employee Development Room # 145; Microsoft Teams

Attendance

- Jason Anderson, Jenny Collelo, Christina St. Germaine, Sabrina Search
- Heather Staff, Terry Kneisel, Ann Linkert, Steve Sajdak, Darcie Koecher

Management:

- November Meeting Minutes: November meeting minutes were approved.
- Staffing Updates: There are 3 Security Counselors starting next week. There are several dead Security Counselor Lead positions. They hope to start the interviewing process this month and fill the positions in January.
- COVID Updates: They are implementing shower cleaning on Omega. Masks can be removed for pictures in visiting. Continue to follow the normal COVID guidelines.
- Notification of Low Risk Exposure: There has been a change to the notification process. Instead of sending out emails to individual staff members, they are posting an announcement on the home page with the date and area of the low risk exposure.
- High Risk Exposure Reasons: There has been a rapid increase in high risk exposures. If an employee is exposed and has not been vaccinated they are taken out of work force and will be out for at least 7 days. Many staff are not following COVID guidelines. If you are in a small space for more than 15 minutes, you must be 6 feet apart or you need to wear an N95 mask. They are putting the information out there, but many employees are not following instructions.

Labor:

- Union Bulletin Board Update: AFSCME requested an update on bulletin boards. Management stated that one has been ordered and once it is received it can be sectioned off and Union postings can be added to it. At this point they aren't going to put up any additional bulletin boards
- List for OD/Scheduler to have staff/client injury list-re: no transporting: A week ago during roll call an employee was put on a transport for a client who has assaulted them in the past. Two employees told the OD, and the OD was unaware of the assault. AFSCME asked if there was a list of staff who have been assaulted by clients, so this would be known. Management stated that there is no list. Management encourages staff to speak up if they are uncomfortable or have a conversation with their

supervisor. They will work with staff to make sure they are comfortable in their work area, but they encourage staff to advocate for themselves, not have someone else bring up the issue. They can also sit down with them and reset boundaries if needed.

- Job Audit-Kitchen workers: Kitchen staff have sent reallocation requests to their supervisor. AFSCME stated that 90% of their time is spent with Client workers, yet they don't receive early retirement. Kitchen staff are requesting reallocations to Cook Coordinators, so they would be classified like the kitchen workers at the DOC, and they would fall under the statute for early retirement. Human Resources has not received a reallocation request at this time.
- COVID Update (new variant): No discussion about any changes. This is too new right now.
- N95 fit testing update: Management stated that some clinical staff that prepare admission paperwork have been fit tested. There are two additional staff that can do the fit testing. They are continuing to get staff fit tested and Security staff are first in order. A diagram was sent out, showing how the hair must be trimmed in order to get a tight seal for employees with facial hair. N95 masks must be worn in certain areas, such as Chi, which is a quarantine unit.

Date: Thursday, January 06, 2022

Time: 1:30 p.m.

Location: Employee Development Room 145 and Microsoft Teams

Agenda items: submit proposed agenda items to the local Human Resources representative (dhs.msop.hr@state.mn.us) no later than 4:30 p.m. Tuesday, January 04, 2022.