**AFSCME Labor/Management Meeting**

**MSOP Moose Lake • November 7, 2019**

**In Attendance**: Jenny Collelo, Christina St. Germaine, Jason Anderson, Kevin Moser, Ann Linkert, Steve Sajdak, Andrew Cole, Denise Considine, Jordan Goodman, Scott Benoit

**AFSCME AGENDA ITEMS**

1. **Weingarten rights**

Topic: Employees on 1st watch were spoken to about their activity in the lobby. They were told they wouldn’t receive discipline, but they did get corrective counseling.

Discussion: [Moser] This was not an investigation.

[Linkert] Every employee we spoke to, but one, admitted to what happened. All the documents given to employees were the same, it was a factual document, and it was a general expectation given to everybody.

1. **Complex screens on 1st watch**

Topic: The screens are going down. Employees have to use keys. This is a safety concern. Clients could realize the situation.

Discussion: [Moser] There have been several incidents over the past five weeks. We’re utilizing outside resources to determine the issue and repair or replace if necessary. Joe [Mohelsky] is working with a vendor to address it. We don’t know what the issue is right now.

[St. Germaine] The key wouldn’t open the slider in HSA. An employee couldn’t get out.

[Linkert] A report should have been written about this.

[Moser] Ann will follow up with the employee.

1. **Safety concerns about 1st watch A-team.**

Topic: 1st watch staff is concerned about backing up A-team.

Discussion: [St. Germaine] B-team haven’t been fit for a mask. They are extraction trained, but not chemical trained. There is no physical test for B-team. Can B-team open doors when A-team is not available.

[Anderson] There’s a lack of confidence**.**

[Linkert] We’ll get a supervisor on board with tactical reassurance.

[Benoit] Provide me with questions and scenarios and I’ll discuss this with the A-team supervisors.

1. **Investigation information (before a Loudermill)**

Topic: We don’t have all the information from an investigation before a Loudermill.

Discussion: [Considine] We can provide the investigation report, not supplemental material such as audio files.

1. **Confidentiality of Investigations**

Discussion: Employees interfering with investigations (has been an issue recently).

[Anderson] Could this be worked into Boundaries or other training?

**Management AGENDA ITEMS**

1. **Post assignments at briefing**

Topic: Employees switching assignments.

Discussion: [Linkert] ODs are willing to switch only at roll call. Employees are requesting too much. ODs may find this cumbersome and may not accommodate requests. If staff lose cross-training, it’s their responsibility.

1. **Investigation confidentiality**

Discussion: Discussed earlier as AFSCME agenda item.

1. **Supplemental Agreement Review/Implementation**

Discussion: Provisions of new/changed contract supplement language.

[Moser] (Regarding MAs into doubles) there’s a learning curve for ODs.

[Considine] We’ll set up a meeting to review new supplement.

[Linkert] Supervisors will have to be briefed, too.

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*Formal meeting adjourns. A step two grievance is presented.*