**AFSCME Labor/Management Meeting**

**MSOP Moose Lake • June 6, 2019**

**In Attendance**: Jenny Collelo, Christina St. Germaine, Michael Steffes, Jason Anderson, Kevin Moser, Ann Linkert, Steve Sajdak, Andrew Cole, Ryan Kern, Joe Mohelsky, Justin Joslin

**AFSCME AGENDA ITEMS**

1. **MA on a Holiday**

Topic: What will this process look like? When will it start? Can an employee MA with themselves?

Discussion: [Joslin] We’ll have to check if the system will allow this – we’ll test the system for MAs.

[Moser] We’ll get this clarified. It could start as soon as 7/4.

1. **Working on a Vacation Day**

Topic: You can’t pick up a vacation day for an OT shift in the system.

Discussion: [Joslin] I’ll work with Jamie DeAtley to see if the system can do that.

1. **Winter Clothing for A-team and Transport**

Topic: This was an item from negotiation – how/when will it be implemented?

Discussion: [Linkert] We’ll look to order these items after 7/1 when the budget is renewed.

[Moser] We’ll get jackets, bibs, boots.

1. **Snow Removal Crew (access to calendar)**

Topic: Can everyone be notified or be able to see who’s out on vacation so they know how likely they are to be forced?

Discussion: [Mohelsky] The vacation calendar is open to anyone in the department to view. [Agrees to demonstrate after meeting.]

1. **Assault Checklist**

Topic: Can we add an item to the checklist asking the employee if they would like the union notified?

Discussion: [Moser] Can you talk about the reasons for this?

[Anderson] Employees feel like the union doesn’t always respond; often we’re trying to piece together the story of what happened.

[St. Germaine] We can also encourage the employee to see a doctor if necessary.

[Moser] I understand where you’re coming from, but this needs more discussion. I’m not sure a check box is the right approach. I’ll need time to process this request.

**Question**

[St. Germaine] Are we going back to six on Omega? (A rumor)

[Moser] 3/2 are staffed for 5, we’re looking at escort issues, there has been some discussion around Omega.

1. **1C staff scheduled time off**

Comment: [Moser] Steve will be working with Randy and Brian on this.

[Sajdak] I’ll talk to Brian Monday to get something moving.

**Add On #1**

[St. Germaine] Do you have an update on the budget since the session ended?

[Moser] We don’t have exact numbers; it’s not enough to get that position. Take a look at the info posted on the homepage. If you need something more, let me know.

**Add On #2**

[St. Germaine] Can we have another joint Labor/Management meeting with St. Peter?

[Moser] I’ll have to get back to you on that.

**Add On #3**

[St. Germaine] There have been requests for vacation denied (not short notice) for “no relief available.”

[Joslin] Can you provide dates? Was it recent? We did some within the posted schedule.

[Alexander] We’ll try to get specifics.

[St. Germaine] I’d like to learn more about how the whole system works.

[Moser] Ask Denise Considine for vacation guidelines from years past.

[Brief discussion around vacation requests]

**Management AGENDA ITEMS**

1. **New Staff Hazing**

Topic: Feedback from new staff is that they’re not being treated well.

Discussion: [Linkert] Terry Kneisel and I have examples of what they’re experiencing – it’s sad. They are purposely ignored. Second watch is not very friendly to new employees. It’s not a welcoming environment. We’re bringing it to everyone’s attention.

[Moser] Hazing is a form of harassment. It’s not allowed. We’ll take a zero tolerance approach to it.

1. **Shift Times/Staff Leaving Early**

Discussion: [Linkert] We’re sending out a reminder since employees are leaving earlier and earlier, especially third watch.

1. **Construction Project Updates**

Discussion: [Linkert] The kitchen project should be done by the end of June.

1. **OT Distribution**

Discussion: [Linkert] We will be working with L&D and schedulers concerning training on heavy days.

1. **Staff Congregating at Lobby Desk**

Discussion: [Linkert] The staff congregating in the lobby before their shift need to be mindful that their discussion can be overheard by visitors, contractors, attorney’s, etc. They are outside the perimeter and should be using client names, etc.

[Sajdak] And the interview room is right next to it.

[St. Germaine] Should we consider putting a sign there telling people to be mindful of their conversation while in that area?

1. **Staffing**

Discussion: [Sajdak] We have six dead bids. There will be four in NEO on June 12. We have interviews with 13 people. One has passed so far (a former employee).

[Some discussion around dead bid position]

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