

Meeting Minutes: Moose Lake AFSCME Labor/Management

Date: 05/05/2022
Minutes prepared by: Jamie Bernhardt
Location: Employee Development Room # 145; Microsoft Teams

Attendance

- Sabrina Search, Jenny Collelo, Christina St Germaine, Eric Jacobson, Paul Gammel
- Terry Kneisel, Jordan Goodman, Cory Vargason, Heather Staff, Jamie Bernhardt, Elizabeth Trandem

Management:

- April Meeting Minutes: The April meeting minutes are approved.
- COVID Updates: All complex units are locked down. Point prevalence testing is being completed and results are coming in. Units were starting to be released today, however 1B is getting locked down again. The projected release timeline is tomorrow, but is determined based on point prevalence results. Of 150 tests, 53 results have been received with 23 positive. There are approximately 100 more results to receive.
- Staffing Updates: There is one new Security Counselor starting next week. Management stated that staffing shortages are increasing faster than they are able to obtain new hires. On June 6, 2022, Program Manager (PM) Steve Sajdak and Group Supervisor (GS) Justin Joslin will be attending the “Tailgate Job Fair” in Cloquet. In addition, PM Sajdak and GS Joslin have provided local colleges with recruitment flyers and are working with the Cloquet and Duluth and workforce centers on recruitment. Terry will be working with Human Resources, including the Talent and Acquisition team, to identify additional recruitment initiatives.
- N95 Fit Testing: Management stated that approximately 95% of staff are fit tested with many staff in the process of testing. Management recognizes it is not ideal to have to wear an N95 mask, but it is required. If staff need a break from wearing an N95 mask, they can let their supervisor know and they will work to accommodate a break. If a medical accommodation is needed, staff can work with Human Resources for approval.
- Omega 3 Updates: Omega 3 officially closed on May 4, 2022 and will be used for overflow for positive COVID placement.

Labor:

- N95 Fit Testing: AFSCME presented that Security Counselor staff have stated that having to wear an N95 mask is uncomfortable and that there are staff being assigned or forced to work in areas requiring a N95 mask and are not fit tested. Staff are wondering if there is an ability to expand voluntary fit testing for non-security staff and asked if there is a possibility for incentives for N95 fit tested staff. Management indicated many non-security staff, such as clinicians, are also fit tested and unfortunately incentives are not an option. If staff are being assigned to a work area and are not fit tested Management asks that it is brought forward when it occurs so they can respond.
- Frontline Worker Pay: AFSCME asked if Management supports the new Frontline Worker Pay Act and Management responded that they do. Human Resources stated that the Department of Labor and Industry is administering this program. The application process is still being finalized, but it will be up to the employee to complete the application once this opens up. Information on this process can be found at www.frontlinepay.mn.gov.
- Update Sr. Management Meeting Discussion RE: County Attorney Charges: AFSCME requested follow-up from April meeting topic on staff assault. Terry responded that he talked to Senior Management and at this time they will not be reaching back out to the County for changes. There is a forum coming up at the end of June with legal representative Scott Johnson and this will be a topic discussed.
- Advanced Overtime Sign-Up: AFSCME presented that members have reported there is no time limit when they can sign-up for overtime and advanced overtime in the scheduling system. Management is looking into this with the vendor and determining what options there are in the scheduling system to put a timeline on this. Members are also concerned with how advanced overtime is being scheduled as some Officer of the Days are not scheduling until the day of, which results in staff not being called ahead of time (subsequent shift). Management acknowledges this concern and recommends bringing this topic forward in the moment when it occurs. Management stated that catching these things when they are happening can help alleviate tension.
- COVID Units/Quarantine Questions: AFSCME stated that transport staff need to wear an N95 mask on transport for client's non-emergency medical appointments. Staff are questioning why they are still taking clients out and exposing the public if COVID cases are rising and clients do not wear an N95 mask. Management will bring this concern forward to the Command Post. AFSCME also shared that staff are wondering why clients are being locked down to their room if the whole unit is on lockdown. Management responded that clients have different timelines for exposure and quarantine, so if you open up a whole unit there is no way to track the timeline for quarantine. The quarantine timeline for staff and clients remain consistent with being 10 days.
- Closing of Omega 3 Status: Omega 3 was closed May 4, 2022, in preparation for large influx of COVID positive clients.
- Vacation Calendar: AFSCME stated that members are wondering about scheduled heavy days and the vacation program as it is typically announced by this time. Management acknowledges due to staffing shortages, this fell off the radar and they will look into this.
- Beta Showers: Clients that are capable of cleaning the showers are refusing which is requiring staff to clean them. Due to COVID, we cannot bring clients in from other units to clean them. A temporary solution is having a rotation between shifts so same staff do not have to clean showers every day.

Date: Thursday, June 2, 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 3:00 p.m. Tuesday, May 31, 2022.

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