

AFSCME Local 1092 Meeting Minutes
February 22, 2022
Cloquet Public Library
And/or Zoom

Type of Meeting: E-board

Call to Order: 4:36pm & 5:53pm

Roll Call: Christina StG, Jenny C, Sabrina S, Jason A, Art M., Dawn P, Eric J,

Excused: Heather S

Discussion:

- Brad Ellsworth Financial Director Council 5-Passed away on Feb. 13, 2022. Recommendation for donation to the Fund for his 2 teenage daughters.
 - Motion to donate \$100 toward fund for daughters- M/S/C
- Training went well with new stewards today- Barton, Hart, Drabelis-MSOP employees
- Possibly March 22nd for next steward training- Art to plan and notify
 - Jenny K, Hraban, & Britt Hill- Art, Jenny & Eric
- March DOTH registration went out-March 29th
- E-board meeting only April 11
- General membership meeting after training on April 20th at Fond du Lac College
- Spiral bond contract to be made discussion
- Step 3's - voting for arbitration review:
 - Non-cert- not able to arbitrate
 - Class action covid-unpaid covid leave-proceed to arb- M/S/C
 - Covid Leave that exhausted all leave for employee- proceed to arb- M/S/C
 - Care-Carlton termination- recommendation to dismiss- M/S/C
- Motion for \$100 donation to Tracy S being out for son's medical issue- M/S/C
- Jason M mother-in-law passed away, motion to donate \$100, M/S/C

Motions between meetings:

- Ben Norbie- motion made to donate \$100 for bad car accident with injuries, M/S/C
- Dave B, John B, & Sam B
 - Discussion on recommendations to donate money to members
 - if Local is aware, small way to give back
 - Motion made for \$100 donation to these 3 members Dave B, John B, and Sam B-M/S/C

Motion to Adjourn: 4:48pm & 6:20pm

Type of Meeting: Membership meeting

Call to Order: 5:00pm

Roll Call: Christina St.G, Jenny C, Sabrina S, Jason A., Art M., Heather S, Dawn P., Eric J

Excused: Heather S

Prior minutes:

- Motion to approve January 10, 2022 meeting minutes, M/S/C

Financial Report:

- Motion to approve financial report pending audit, M/S/C

President's Report:

- Both MOU's passed SER
- Governor has his own pot of money and DHS was one agency that received extra money for staff shortages, one of the reasons MOU came out for voluntary bonus for filling unfilled shifts, Thank you to Governor Walz
- There was a round table of Unions to talk about frontline workers who had to report to work during the Peacetime Emergency for the Covid Pandemic. We are in support of the Governor's budget for 1 billion to give frontline workers \$1500 untaxed bonus. We were asked to give testimonials at House hearings, write articles. Look at HF 2900 to see the list of frontline workers to be covered. Please contact legislators and let them know we deserve to be recognized as frontline workers to receive this

- New Council 5 policy on Arbitration, will be discussed at the President meeting on April 22
 - ❖ Local could be responsible for cost, meeting will give breakdown on cost
- Update Covid Policy
 - ❖ Wrong information was sent out saying you needed to exhaust vacation and comp, but he sent out correction redacting exhausting vacation and comp
- AFSCME International Convention is July 11-15 in Philadelphia. Notices go out to Local in March
- New steward training will be scheduled March 22nd- Art to send out notices

Reminders:

- ✓ **There will be NO March General Membership meeting.**
- ✓ **Our next General Membership meeting will be April 11th.**
- ✓ **Day on the Hill (DOTH) March 29-via zoom -up to 20 people from local to attend- Local e-board motioned for \$125 stipend and you need to have time off to attend- registration has began**

Vice President Report:

Management items:

1. Staffing updates: they said that they 5 new staff, 1 former staff as an intermittent, 6 more interviews to happen. Trying to be creative on the hiring process.
2. COVID update: No positive cases from the point prevalence testing so they have stopped that. They will continue to test the unvaccinated. Cory said that in order to get rid of eye protection the cases in Carlton County need to go down to 17 total cases in the entire county and right now there are 99 cases in the county.
3. Safety Glasses update included with the COVID update.
4. Network outages: Management appreciate the work that staff did to maintain reports, citrix, log entries etc.

Labor Items

1. Health services complex treatment rooms: not all staff utilize the A-team trying to be supportive and working with those that have a problem. They said that the health services coverage could also be divided at both buildings depending on the time of treatments in each place.
2. Out of turn forcing_ this happens we think 1 or twice a month -remedy could be to give the person that was forced out of turn a vacation day outside of holidays to replace the time that they were forced to work when they should not have. Admin will talk about this.
3. Uniforms and odd sizing_ we mentioned that we have staff that are a 00 in size and when they worked with Sue Johnson they were told to work with Galls. Galls said they have the 00 size but the person ordered 00 and received a 0 which is too big. Terry said that they will check into this. We also mentioned that when new staff get hired they are issued one uniform and it takes a long time to get their other stuff from Galls, maybe we could give them 2 uniforms from the warehouse or keep that better stocked for new hires. Terry checking into that as well.
4. Screen protectors- we told them that we are thankful that we have them and that they are helping and easier to see the screen than the first ones they got us. Management did mention that there is already a screen protector missing on 1C and that they are 100.00 a piece. So we don't want to lose anymore.
5. Sick slips- Management said that there should be no reason they are being kept anymore as we do not have instances. We brought up a staff that has asked to have them removed. We were told to have her work with her supervisor to have it removed.
6. Update the sharepoint for HR staff: we brought up that it was only posted on the CPS site and that it had to be dug for to find the information. We were told by HR that the issue has been resolved and posted on the ALL MSOP announcements.
7. 5/2 rotation- we asked if they would consider a pilot program to see if different schedules would be considered as we are losing staff to DOC and other places due to their schedules. Management asked us to compile a list of pros cons in proposal form and understand that not all staff may want the change. There will be a team of management and labor to discuss these items at a later date.

8. Omega 3- we brought up that staff feel unsafe when they are only scheduled with 4 people especially after the recent assault. Jordan said that if they are short he would be willing to have a conversation with the unit director about sitting on the unit and or he himself would sit on the unit, when they need someone in case of shortages

Chief Steward's Report/MSOP:

- 2 Overtime Grievances won at step 1
- 3-day suspension - grievance waived
- Non-cert Grievance Filed – heard at L/M
 - Denied due to lack of communication from employee
- Forced Leave for Covid Unpaid Grievance Filed – heard at L/M - Contract language in Sick Leave states “An employee shall be granted sick leave with pay to the extent of the employee’s accumulation for absences necessitated by... exposure to contagious disease...”
 - What I’m reading is that they can put us out on sick leave until our accruals are depleted, but then leave must end and we must be allowed to come back to work. Once again, it does not say ANYWHERE that they can put us out on unpaid leave.
 - They are discriminating against those who do not want to get the vaccine by stating they will not pay for any time not covered by accruals for anyone who is not vaccinated
- Overtime Eligibility was grieved and withdrawn after it was fixed
- 3 overtime grievances coming up at next L/M meeting
- An employee was sent home for 10 days of quarantine, but it was 10 days after a potential high-risk exposure and the employee had been tested numerous times and tested negative – Grievance was filed, extension was granted, waiting to hear back on what happens from that
- New hire was unable to get insurance for his kids after he thought he had submitted everything correctly and even reached out for help from HR/SEGIP. He did not get a timely response for his inquiries and therefore missed the timelines and now does not have insurance for his kids.
- 6 investigations conducted that the Chief Steward is aware of, no word on the results of any of those yet.
- New Steward training completed – would like to schedule a small class in March for those three that weren’t able to attend today (2/22)
- All steward meeting on April 20th, suggest we change the General Membership Meeting to that day as well in April. The Steward Meeting will take place hopefully at the Fond Du Lac College here in Cloquet. Starting at 9am. More details will be sent out to our stewards as they become available. Still looking for Agenda items if there is anything in particular that any of the E-Board or current stewards would like to see covered, discussed, or added, please let me (Art Miller) know.

Chief Steward's Report/MSOCS & CARE:

- 1 3rd step still going on- Care Carlton- stipulation signed and awaiting information to come in
- Local has to decide if another case is to be sent to arbitration

Field Rep's Report:

- Tragically we lost Council 5 Brad Ellsworth, and Kristi Harriman separated from Council 5 office
- Some Locals are beginning to reserve rooms for convention this year

Political/PEOPLE Report:

- House representatives are coming up for re-election- contact legislatures to support gov billion for frontline workers, senator electives are not supporting
- Saturday local 66 city of Duluth workers holding a 10-12 at library

Safety Committee Report: someone to check in with the 5 people on the committee

Old Business:

- Gift cards left- Left over gift cards-\$30- 14 13 now super-one, \$25- 10 super-one, \$25- 3 kwik trip, \$10-1-none subway
 - ✓ Majority voted to give back to members by random drawing
 - ✓ Eric to create spreadsheet to draw names
 - Christina waiting on list from Eric still to do the drawing

- Day on the Hill- 3 Council 5 e-board members off, if interested please contact Jessica L, and next month we will vote on attendance
- Steward monthly stipend discussion-table till next month-add to old business next month

New Business:

- Steward monthly stipend discussion-tabled from last month
 - Board can review – it is taxed, small gesture
 - Recommendation from April 20th steward training can be sent to the next general meeting in May

Good & Welfare:

- Brad Ellsworth Financial Director Council 5-Passed away on Feb. 13, 2022. Recommendation a donation to the Fund for his 2 teenage daughters-motion made during e-board meeting above
- Ben Norbie-motion made in e-board meeting above, recommendation for 100
- Dave B.- out for couple of months, surgery beginning of March, recommendation for 100
- John B. -out for surgery last summer, dealing with cancer, no sick time, or fmla- facebook page asking for donations to get him back and forth
- Sam B.- out for a surgery for a month, due to surgery, recommendation for 100
- Jason M mother-in-law passed away, recommendation for 100
- Dennis Frazier-Local 66 president and Council 5 board member battling ALS- Mention of his strong union membership and active union- article in Mesabi daily news

Motion to Adjourn: 5:49pm