

AFSCME Local 1092 Meeting Minutes

April 10, 2023

Cloquet Library

Type of Meeting: E-Board

Call to Order: ?

Roll Call: Art M, Jessica L, Sabrina S, Jason A, Billy B, Dawn P, Heather S, Paul G

Excused:

Audience: Katie P, Kathleen H

Discussion:

- ✓ Talk about supplementals- they are an infant stage.

Motions between meetings:

- Motion for passing of Josh Parker, a book and \$100 to his family, M/S/C
- Motion for sending flowers to funeral, \$77, M/S/C
- Motion for prayer book and \$100 for Barb Schicks, an employee at Biwabik AFC, mother-in-law passed, M/S/C

Motion to Adjourn: 5:01pm, M/S/C

Type of Meeting: Membership meeting

Call to Order: 5:02pm

Roll Call: Art M, Jessica L, Sabrina S, Jason A, Billy B, Dawn P, Heather S, Paul G

Audience: Katie P, Kathleen H

Excused:

Prior Minutes: Motion to approve March minutes, M/S/C

Financial Report: Motion to approve financial report pending audit, M/S/C

President's Report:

- Close and finalize SEPC nominations
- AFSCME International has a workplace violence training coming up if anyone is interested
 - Heather will be looking into for others
- Good and Welfare Committee to inform our E-Board of life events in our members lives, organize some volunteer efforts to give back to our community (i.e. food drives; Habitat for Humanity Volunteers; soup kitchen; etc.), and to help plan an annual event for members to come together and have some fun and fundraise for a charity. A picnic or carnival for example. We are asking for volunteers to be on the committee and make it your own. This means you give as much time and effort as you are able, willing, and ready to give. As we return to some sense of normalcy, we would like to schedule these events to bring our members closer together and invoke a sense of belonging to the community. Please let any of the E-Board members know if you are interested in getting involved in this and be ready to create this committee from the ground up!
 - Dawn P. can work on MSOCS
 - Katheen Hoyt can get info out to recruit people
- Successful DOTH and Lobby week

Vice President's Report:

- Direct Care & Treatment (DCT) Labor Management committee update
 - Karen Hoyl- offered to leave to go to Sandstone with sign-on bonus, pay raise

- Conversation of pay equities needs to get moving in negotiations before we start losing people
 - Money is the answer for most of this, HUGE decision maker for people to stay
- HR team update again
 - Labor Management Committee meeting- MSOP 4/6/23

Management Agenda items:

1. March 2023 Meeting Minutes-will be posted
2. Staffing Update- 3 start in March, 2 in April, 1 of 6 candidates showed for interviews, more being routed this week. Word of mouth of on-site interviews
3. EAP on-site- This is always available.
4. Uniform Redistribution and Sizing Event-coming up
5. Overtime, Recent trend forced OT has declined, still taking OT and leave-short period of time, quite a few that did it. Potentially forced OT or forced to work short.
 - Art-bumped out of a spot. Lot of things go into schedule unable to be shared. Volunteered for 4 doubles in a row, switched elsewhere.
 - There is no guarantee where placement is.
 - Redirect and be aware.
6. **ADD ON #1:** Complacencies issue w/room searches
 - Search a few days and obvious room search issues
 - Supervisors go through follow up,
 - Supervisors will check 10 rooms random (in Main-5)
7. **ADD ON #2:** Anti-Racism- it is being extended until June 2024

Labor Agenda Items:

1. Nurse schedule
 - No changes to current plan, nothing has changed at this point.
2. Training & Names
3. Short notice vacation list for unit searches
 - Discussed above under add #1
4. Vending machines with card readers in the breakroom

Follow up from Last Meeting:

1. Bad Weather accommodations- follow up with St. Peter-misconception.
 - They did not provide hotel rooms, had lots of Notice for the storm. There was a client @ hospital in Rochester, roads got shut down. 1 room for a Rochester Hotel coverage.
 - Last couple of years- have a building on campus with mats for staff to use for bad weather days, Never USED.

LITTLE NOTE: Short notice list for OT, computer issue not signing up for subsequent: when you say no to advance notice then sign up for SSOT will not populate due to refusal of ANOT (Advanced Notice OT.)

Chief Steward's Report/MSOP:

- ✓ Steward Training coming up April 18th & 19th
- ✓ Step 1 on passed over for OT, and people were forced

Chief Steward's Report/MSOCS & CARE:

- ✓ May 4, 10-12PM
- ✓ Discipline /investigation dates-still waiting for
- ✓ Conversations with supervisors about vacation language

- Staff was requesting a year out, employer stated we are not to that date yet,
- Language dates are opened, they can be requested
- ✓ Management is looking for staff to cross train-staff can volunteer
- ✓ November of next year Heather S will be out of AFSCME , she will be going into MAPE, so looking to see who is wanting to start learning to step up

MSOCS LMC:

- Some investigations will need stewards
- ½ time
- Follow up on predictable schedules
- Vacation posting issues

Field Rep's Report:

- ✓ April 20-21 Afscmc strong leadership training
 - 335 members 62 freeloaders/ opportunities
- ✓ Supplemental negotiations coming up soon watch for dates.
- ✓ Start considering on building Afscmc strong planning-
 - group homes- Heather can compile staff
 - Matt structure
- ✓ May 24 financial responsibility training 9-1pm-Council 5 on zoom
- ✓ May 5- SEPC
- ✓ Supplementals dates coming up- 14 people from MSOP to be attending
 - Paul will be reaching out to management to determine days
 - Gary V, Annie J, and Paul will be attending with members
- ✓ Action happening at MN DOC-Rush City
 - K9 bit offender
 - Warden stated it was a bad bite
 - Corrections Officer was demoted and K9 was taken away
 - T-shirts and mugs
 - Sign petition

Political/PEOPLE Report:

Safety Committee Report:

Old Business:

- Open Nominations today March 13th for SEPC Spring Delegates on May 5th – will close and vote (if needed) on April 10th
- **Negotiation Assembly from 3/10**
 - elections to MSOCS master team (Jess L, Heather S, Chris StG)
 - wear green on Thursdays starting 4/6
 - 4/25 insurance negotiation team support
- DOTH March 28th
 - Was a huge success
 - Pancakes in morning and box lunches
 - Was cost effective for Council 5 compared to past years
- SEPC conference delegates nominations: Chris StG, Dawn P, Jess L, Sabrina S, Heather S, Scott L, Billy B, Art M, Kathleen H, Cameo T, Deb H
- Presidents and Local Leadership Conference April 21st

New Business:

- close and finalize SEPC nominations
 - SEPC conference delegates nominations: Chris StG, Dawn P, Jess L, Sabrina S, Heather S, Scott L, Billy B, Art M, Kathleen H, Cameo T, Deb H

- Rachel Newman nominated
- Remove Billy B and Deb H per their request
- Motion to accept nominations for SEPC, M/S/C
- Motion for Hotel, mileage, and per diem to attend SEPC, M/S/C
 - ❖ Eboard Motion after meeting: Motion to pay a stipend for attending SEPC, M/S/C

Good & Welfare:

- Motion for passing of Josh Parker, a book and \$100 to his family, M/S/C
- Motion for sending flowers to funeral, \$77, M/S/C
- Motion for prayer book and \$100 for Barb Schicks, an employee at Biwabik AFC, mother-in-law passed, M/S/C
- Motion to donate \$100 to Liz Wyatt on work comp and issues with checks arriving, M/S/C

Motion to Adjourn: 5:52pm, M/S/C