

**AFSCME 2712 & 3511  
JOINT LABOR MANAGEMENT MEETING  
JUNE 25, 2020  
2:00 - 3:30 PM**

**AGENDA**

AFSCME 2712

1) Productivity

We are getting regular concerns regarding management pushing billing and productivity in the context of budget cuts. The concerns we are getting are along the lines of “My program manager is making it seem as if we don’t bill a certain amount, our program is going to get eliminated, and I’ll lose my job.”

In the majority of these situations it is raised informally, and members are afraid to have their names attached to the concern due to fear of retaliation.

Please address how the department interprets number 2 and 3 in the DMH telecommute policy regarding productivity.

2) Telework

Has the current policy of telework if at all possible changed? We are hearing staff is being ordered to come back to worksites for 1 to 3 days a week. Some of these staff have underlying health conditions. We want to confirm that employees are to work from home if they can until further notice.

3) Layoffs

4) Promotions

Please address promotion of a senior manager during a hiring freeze and while promotions of lower level staff such as a PSW II to the position of MHCS are on hold and the County is proposing cuts to pay and benefits.

5) Juvenile Justice Issues

- Failure of Probation staff in Juvenile Justice camps to abide by and enforce COVID-19 safety protocol.
- Officers are not consistently using masks and not enforcing use of among the juveniles.
- Officers are using DMH staff's computers, congregating at entrances to staff work areas, etc.

## 6) Concerns Regarding Palmdale MHC

For 1, 2, 3, and 4, we would like formal notice with the department's position on these. It is a time of great strain for our members working on the front lines. It would be helpful to have confirmation of these positions to counteract conjecture.

### AFSCME 3511

1. Physical distancing at co-located programs where DMH staff has no choice but to sit very closely (elbow to elbow) to others. For example, DMH/DHS co-located staff at County hospitals feels anxious and unsupported by managers. This has been brought up to DHS with no success. Can DMH assist and advocate for our employees in these situations?

2. DMH Re-opening Plan Has there been any department-level planning on re-opening? If so, what do those plans look like? Is there a place employees can provide feedback regarding re-opening for their program, specifically, if their chain of command may be not the best place for those suggestions at the moment. Dr. Sherin said employees should be allowed to telework when possible - but some program heads want to return to "business as usual."

3. DMH Budget It would be helpful to have a presentation from DMH budget staff to get a sense of what potential scenarios are.

4. Employment Verification Form.

What is it for? We are getting emails and phone calls from members who are scared that this form will be used to calculate layoffs.