

## May 5, 2022 MSOP Labor Management Union Notes

### Management agenda items:

- ◆ April Meeting Min-were approved
- ◆ COVID Updates- management talked about starting to let units off quarantine, then one of the units was re locked down. All complex units on lock down. The command post was initiated. During this area of discussion labor brought up the fact that we are taking out clients into the public for appointments that are off of the quarantined or locked down units, and mentioned that our tactical priority or one of them is to protect the public ( as transport staff are wearing N-95 if taking clients off the locked down units). Terry is going to come back with answers at a later date as he is the only one at the meeting besides HR ( who was on the phone). The question was also asked to why are we doing non emergent transports?
- ◆ Staffing updates- Management said that hiring is not good right now, we have one security counselor starting next week. June 6th there will be a sidewalk/parking lot job fair that Steve and Justin will be at. It was also mentioned by labor that no one was at the job fair that was at the college, when we were there for our steward training day. They are going to be more vigilant on making sure that they are getting in contact with places to do more job fairs.
- ◆ N-95- There are a small number of refusals as well as medical issues. There are size factors as well, whether it be too small or too big. Training is still being done to do the fit testing. Labor brought up the fact that some staff feel as though they are being harassed by not having the ability to wear the N-95. Labor also asked if it is a rotation issue: such as more N-95 trained on one rotations vs. others.
- ◆ Management also brought up the fact that if there are issues that we try and head them off before labor management, especially if they are an urgent issue. The use of paupers will probably not be happening as they are very expensive, hard to sanitize.
- ◆ Omega 3 Updates\_ Closed now they are open for bed space if in need for COVID related. 8 Clients left yesterday.
- ◆ It was also discussed that once we have 75% of COVID cases we may need to go on lock down, there are no hospitalizations from our facility. Seems that this strain running through the facility is a lot milder than previous strains.

### Labor Agenda Items:

- ◆ N-95 fit testing scratched this as it was talked about in Management section

- ◆ Frontline worker pay- Labor asked Terry and HR if they would support their staff for this money. Of Course, Yes we will, is what they said. The site to go to find updates is [frontlinepay.mn.gov](http://frontlinepay.mn.gov)
- ◆ County Attorney Charges- follow up was done at this time management is not interested in being united to bring this back to the county. Again, suggested that for those that live in Carlton County there are things that they can do as community members. Management said that they have an agreement with previous SMT.
- ◆ Advanced Overtime Sign Up- labor brought up the concern on how its called out for for 1rst watch and being short with the minimum number of staff some days they are not being called a head of time until subsequent shift. Management replied with we need specific dates and what the situation was.
- ◆ COVID Units- covered in management section
- ◆ Closing Omega 3- covered in management section
- ◆ Vacation Calander- Labor asked if we were going to be allowed more spots for the summer, holidays, thanksgiving and Christmas. Management said that they will speak with Joslin, but if we cannot open any due to staffing issues we will not get more spots. He also mentioned that he forgot its time for our spots.
- ◆ Beta Showers- Labor asked about when clients will be cleaning again. Management mentioned that the Nurses and staff cleaning the showers is a temporary thing as they don't want to cross contaminate units to have clients come clean the showers. They were thinking of a rotation schedule 2nd watch does it one day and 3rd watch does it another (somewhat like how we do room inspections)
- ◆ Leave management- labor brought up that staff are having a difficult time getting ahold of anyone in a timely manner or getting a response back. HR mentioned to start with the email give it a couple days then call this number 651-431-3260 and if no answer still, reach out to Heather Staff and or Jamie.