

**AFSCME Local 1092 Meeting Minutes**  
**January 10, 2022**  
**Cloquet Public Library**  
**And/or Zoom**

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**Type of Meeting: Eboard**

**Call to Order:** 4:44pm & 5:37pm

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

**Discussion:**

- Left over gift cards-\$30- 14 Super-one, \$25- 10 super-one, \$25- 3 Kwik trip, \$10-1 Subway
  - ✓ Majority voted to give back to members by random drawing- Eric making spreadsheet for Local to pull random numbers which will represent a member
- Motion to pay \$125 stipend to attend Day on the Hill- up to 20 members-need to be able to get the time off- M/S/C
- President appointed Art M, Jason A, Sabrina S, & Jessica L to be on discussion committee meeting with employer-Art to send synopsis
  - Committee members will be talking with employees about putting pros and cons of schedule changes- Employer may give their pros/cons
  - Announcement will be out to members that future membership meetings will have discussion about this
- Steward training will be scheduled-Art and Heather to get scheduled with Eric- Jessica J & Jenny H interested
- DHS Compensatory Policy- changing policy- look under president report- will cause inequities again
- Sabrina brought up discussion regarding Union orientation during NEO process-
  - AFSCME strong training for all stewards- employer will notified of dates
    - Mandatory all steward AFSCME strong training- April 20<sup>th</sup>-**MANDATORY-Fond Du Lac**
    - Feb 22nd - New steward training- Employer will be notified of date- 1<sup>st</sup> watch will be pulled for 2 days- **Cloquet Public Library**
- Motion to pay lost time, mileage, and meal for all stewards to attend refresher/AFSCME strong training 4/20/22, 1<sup>st</sup> watch 2 days lost time if scheduled to work- M/S/C
- Motion to pay lost time, mileage, and meal for steward training 2/22/22, 1<sup>st</sup> watch 2 days lost time if scheduled to work- M/S/C
- Reinstate Brooke Ness as Local 1092 steward, Art M to notify employer

**Motions between meetings:**

- Motion for \$100 donation and comfort book for Mark Agurkis, mother-in-law passed away- M/S/C

**Motion to Adjourn:** 5:02pm & 6:36pm

**Type of Meeting: Membership meeting**

**Call to Order:** 5:02pm

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

**Prior minutes:**

- Motion to approve December 2021 minutes- M/S/C

**Financial Report:**

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

**President's Report:**

- AFSCME Council 5 Arbitration Policy will be voted on January 20, 2022. The policy would still have the arbitration review committee and arbitration appeal committee, if both committees dismiss and not proceed to Arbitration, the local can go forward to Arbitration but the Local would have to pay the cost to Arbitrate case.
- DHS-is changing their compensatory policy for hard to fill position for new hires. DHS will be giving points for prior experience and could start a new hire up to step 4 depending on their experience. If a new hire starts at step 4 they won't be eligible for a step raise for 1 year, but would get July 1st cost of living wage.

- DCT is given a \$1000 retention bonus to employees who are at the top of the scale for 6 months or more with Satisfactory or above evaluation. Payout is February 25th paycheck.
  - ❖ Unsure if they are looking at Old MOU or looking at new MOU- we will have to wait and see
- There were 2 MOU's (Memorandum of Understanding agreements) sent to State Employee Relations (SER) for a vote.
  1. For our local members we voted on a \$50 bonus to security counselors/leads and food service workers for volunteering for an unfilled shift on your day off or weekend shift.
  2. The other MOU is for hiring, retention, and employees who take a volunteer assignment in a location where there is staff shortage. The incentive that will benefit our local is an additional up to \$3 per hour bonus for taking an unfilled shift. These incentives will be decided by management how they are used. Once SER committee votes we will convey the results to our members.

**Reminders:**

- ✓ **February General Membership meeting will be held on February 22, 2022 at 5:00 pm via Zoom and possibly in person.**
- ✓ **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**

**Vice President Report:**

**MSOP- Labor Management Minutes from 1-6-2022**

**Management items:**

- 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 as per MOU
- COVID update: No positive cases from the point prevalence testing so they have stopped that. They will continue to test the unvaccinated.
  - Cory said in order getting rid of eye protection, the cases in Carlton County need to go down to 17 total cases in the entire county. Right now, they are at 99 cases in the county. Safety Glasses update included with the COVID update.
- Network outages: Management appreciate the work that staff did to maintain reports, Citrix, log entries, etc.- management was thankful

**Labor Items**

- 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. – mostly on 3<sup>rd</sup> watch
  - New HS memo came out today to be discussed
- 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.
- 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 are 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.
- Screen protectors- we told them that we are thankful that we have them and that they are helping making it 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.

- ❖ Found missing one
- ❖ Added to unit Sharps list
- 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.
- Update the share-point 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.
- 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 later date.
- 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 staffed, 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.
  - Today 1/10/22 Omega was short- OD was called, and OD said 5<sup>th</sup> staff called in sick, after 7am, another staff was called over. Another option call over radio asking for staff for coverage
    - ❖ Christina/Jenny to talk with Terry about tomorrow 1/11/22

#### **Chief Steward's Report/MSOP:**

- There was a 3<sup>rd</sup> step heard regarding the bulletin boards.
- Step 3- pay inequity response- learned of compensation lump sums when this did happen
  - Timelines have passed, but got some answers
- A couple investigations, no discipline at MSOP

#### **Chief Steward's Report/MSOCS & CARE:**

- 1-10-22 there is a Step #3 Grievance Meeting
- 12-22-21 there was a follow up investigation to an initial investigation on 12-2-21
- Pike lake house full of covid- working double shifts
- Safety committee meeting in February- no one available, but Dawn P offered to fill the spot

#### **Field Rep's Report:**

- When annual review comes around- pull your file every year- Sabrina was suggested to continue to notify employees to do so

#### **Political/PEOPLE Report:**

- Caucus 2/1/22- get involved- attend

#### **Safety Committee Report:**

- Sabrina to email the reports received from the attendees to the e-board

#### **Old Business:**

#### **New Business:**

- Gift cards left- Left over gift cards-\$30- 14 super-one, \$25- 10 super-one, \$25- 3 kwik trip, \$10-1 subway
  - ✓ Majority voted to give back to members by random drawing
  - ✓ Eric to create spreadsheet to draw names
- 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

#### **Good & Welfare:**

Mark Agurkis, mother-in-law passed away.

**Motion to Adjourn:** 5:37pm

