

**AFSCME Local 1092 Meeting Agenda**  
**November 8, 2021**  
**Cloquet Public Library**  
**And/or Zoom**

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**Type of Meeting: E-board**

**Call to Order:** 4:42pm & 5:42pm

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

**Excused:** Heather excused

**Discussion:**

- 12/7- new policy UVBS in effect- list of clients that will not be pat search
- Last week new policy- DHS will be looking at who will be federally mandated to get vaccine- Jan 4 deadline- MSOP/Care/MSOCS
- All subway cards were distributed
- CARE/MSOCS home to have subway cards distributed still
- Grievance denial for Arb case- will be going for settlement Eric/Jenny to deal
- Written Reprimand- recommendation from Arb Committee to dismiss
  - E-board motion to dismiss- M/S/C
- Motion made for additional 20 subway and additional 20 super-one cards for membership M/S/C
- Next month meeting at Cloquet Public Library

**Motions between meetings:**

- Motion for \$100 and comfort book to Suzie S for brother passing away, M/S/C
- Motion for Shana H, \$100 for long period of time out, M/S/C
- Motion for \$100 and comfort book for Pam H, father passed away, M/S/C

**Motion to Adjourn:** 4:58pm & 5:45pm

**Type of Meeting: Membership meeting**

**Call to Order:** 5:01pm

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

**Excused:** Heather excused

**Prior minutes:**

- Motion to approve October minutes M/S/C

**Financial Report:**

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

**President's Report:**

- **Cory new policy- hospice/deathbed visits/possible escape- UVBS policy effective 12/7**  
**Cory will go through with clients who will qualify for search**
- **Federal vaccination mandate- memo stated that anyone that gets the federal funding**
  - Last week new policy- DHS will be looking at who will be federally mandated to get vaccine- Jan 4 deadline- MSOP/Care/MSOCS
  - Covid at MSOP- several staff
- AFSCME international meeting Dec15- virtual meeting and any information you would like discussed, and you will be placed on the agenda
- Thank you note for labor day picnic and Holiday program

**Vice-President's Report:**

- **MSOP LMC Nov 4:**

- ✓ Correction on LMC meeting minutes- emailing scheduler and copy your supervisor for school activity leave
- ✓ 6 SC in current class
- ✓ 3 interviews- no one got hired- for December yet
- ✓ 5 dead Lead spots -New Lead spot interview
- ✓ Unit based property delivery
- ✓ Social distance in small office areas-Questions about training -not within 6 feet
- ✓ N95 fit testing- alternate methods- staff need to work with ADA office
  - 10 left to N95 test
- ✓ Corrective conversations- found error and apologized- will be removing
- ✓ Lead responsibilities for each dept- waiting for post orders
- ✓ Staff denied able to bid on same class- Terry would work on
- ✓ ETL conversation- case by case basis if they exhausted through covid sick leave,
- ✓ Tammy/Terry to work on union bulletin boards in other break areas
- ✓ Lead meeting discussion- some leads getting letter in their files about being rude in class- very individualized in each of their files
- ✓ Staffing meeting re: recruitment- this Friday, Mike Gallagher & Katie Porter are interested in, Art if needed can be there

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

- 5 grievances waiting on next step or response
- Extensions out there
- Withdrawal after no response from employees before deadline for response
- Staff told not eligible to bid for lateral- employer is going to go back to express interest on positions again- not sure
- Lead letters in files- 1 employee felt very disrespected, other staff tried to stop that employee while others didn't say anything
- Supervisory letter for negative behavior staff
  - ✓ Supervisory note in file that they were involved with helping
  - ✓ Supervisory note for no reaction

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

- Jennifer site to open after the 1st of the year
- 1 investigation at CARE Carlton
- 6 open vacancies
- 14 non-members for MSOCS and CARE
  - ✓ Waiting for NEO process from LM meeting
- Agate place transition date for 11/9 - all staff have other position
- Discussion for NEO plan:
  - ✓ Art/Heather/Eric working on

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

- Lead conversation- every employee has 2 files, and most supervisory file is a spreadsheet- not discipline
  - ✓ Rather they send you a letter that they are putting something in the supervisory file, rather than them just putting it in the file spreadsheet without knowing it is going in there.
  - ✓ Staff should be asking to see their files as often as contract states-many have found things they didn't know existed in the file

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

- 4 school board- made it through the elections

- ✓ Renee, Terese were supported by us
- ✓ Gov did announce he is running for 2<sup>nd</sup> term

**Safety Committee Report:**

- 5 new members joined committee at MSOP, Sabrina stepped down from for new members to be involved

**Old Business:**

- Subway cards to members
  - ✓ Holiday cards should be given out the same way- worked well, got caught back up with holiday cards from last year
- Thank you letter posted

**New Business:**

- Additional Subway cards needed- 20- will be an Eboard meeting motion in Board meeting

**Good & Welfare:**

**Motion to Adjourn:** 5:42pm