

AFSCME Local 1092 Meeting Minutes
March 8, 2021
Zoom Meeting

Type of Meeting: Eboard

Call to Order: 4:30pm

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

Excused: Christina StG, Jenny C

Discussion:

- Dead Bids discussion with management
 - Dead bid spots that some 3rd watch staff would like to be able to switch their watch
 - These 2nd watch spots are being filled with new staff off the street
 - Employer stating don't want to deviate from contract
- Omega-filling open position
 - Situation in facility with a staff
 - Contract language for bid vacancy- E-board/Eric to look into
- Transgender issues-transport- unclothed body search
 - Not comfortable doing, religion concern
 - Question if against religion- how would MSOP handle if Muslim woman?
 - Practice discussion: Once someone has crossed line in another gender, they remove from population (MN prisons)
- Grievances
 - Class Action-Request to move them forward-requested denial letter and move them on
 - Discussion on why the request to follow contract for hearing it within 7 days rather than waiting for LMC meeting day- not for all just ones selected
 - Email sent to employer for denial letter
 - Rotation showing on postings now- following class action filed, employer agreed to post it but denied grievance which exact request to be the resolution- WIN either way for who takes the credit!

Motions between meetings:

- Motion for \$100 donation and enduring book for Dawn, M/S/C

Motion to Adjourn: 5:03pm

Type of Meeting: Membership meeting

Call to Order: 5:03pm

Roll Call: Sabrina S, Art M, Jason A, Heather S, Dawn P, Eric J

Excused: Christina StG, Jenny C

Motion to approve Minutes: February M/S/C

Financial Report:

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

President's Report:

Vice President's Report:

Chief Steward's Report/MSOP:

- Waiting on replies from grievances
 - Written Reprimand
 - Holiday
- filed 2 new grievances
- 7 investigations

Chief Steward's Report/MSOCS & CARE:

- ✓ Last Thursday- swan lake-transfer 5 left to new program- Jennifer site-no bumping, interest to bid requested

- ✓ Changed swan lake date to May 3
- ✓ Cedar ridge date
- ✓ Temporarily reassigning employees until new sites are open
- ✓ Cedar ridge:
 - Behind a month on getting stuff done
 - Redeploy people until they are ready
 - Question employees are asking?
 - Will I keep my same schedule? Answer-- We don't know, won't lose FTE just about hours and rotations
- ✓ Virginia- may be bumping because of nothing within 35 miles
- ✓ Reassign 5 left at cedar ridge
- ✓ Employer can't demote from full time unless you voluntarily do so
- ✓ Important for all to know:
 - **Everybody that works in that field is qualified to work with folks in the community**
- ✓ Straight WTT is a transfer
- ✓ Staff are going from medical site to pretty high behavior site- want to make sure staff are getting training
- ✓ All vacation, and other leaves on book goes with you to your new site
- ✓ Grievance conversation with employer:
 - picking up hours, staff wanted weekend bonus- wouldn't pay it out- not technically changing job classifications- employer stated
- ✓ Step3- sending to arbitration
- ✓ Care Carlton- general update-
 - Update will be brought to next month meeting

Field Rep's Report:

- ✓ Tomorrow is DOTH (Day on the Hill) - "United Recovery"
- ✓ New arbitration policy to be discussed with Chief Stewards
- ✓ Anything that is discipline will go to Council 5 Arb committee
- ✓ Any Contract Language violations- goes in front of SEPC
- ✓ New negotiation dates for Master Team/Supplemental Team
- ✓ Supplementals for MSOCS-send to Eric

Political/PEOPLE Report:

- ✓ Municipals for city of Duluth and St louis county

Safety Committee Report:

- Last meeting posted on website, next meeting 3/24/21
 - ❖ Sabrina to send email to safety committee director asking questions about intentions for force list on N95 test fitting volunteers

Old Business:

- Supplemental proposals sent for team
- Day on the Hill
- Negotiations master team for unit 4 delegates
- Work action consideration-nominating committee- Jenny C chair
 - Sabrina, Don, Scott volunteered
 - ❖ E-board checking in with chair

New Business:

- Dead Bids discussion with management
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- Situation in facility with a staff
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- Transgender issues- transport- unclothed body search
 - Not comfortable doing, religion concern
 - Question if against religion- how would MSOP handle if Muslim woman?
 - ❖ **Practice discussion: Once someone has crossed line in another gender, they remove from population (MN prisons)**
 - ❖ **Put on board to contact – email update**
- Day on the Hill- virtual tomorrow
- Employer updating Sharepoint- Labor management & Safety committee minutes
 - Sabrina and Heather to follow up with MSOP and MSOCS to get their site updated
- Rotation showing on postings now- following class action filed, employer agreed to post it but denied grievance which exact request to be the resolution- WIN either way for who takes the credit!

Good & Welfare:

- ✓ Motion to \$100 donation and enduring book for Michael-M/S/C

Motion to Adjourn: 5:35pm M/S/C