

**AFSCME Local 1092 Meeting Minutes**  
**April 20, 2022**  
**Fond du Lac Tribal and Community College**

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**Type of Meeting:** Eboard meeting

**Call to Order:** see minutes below from April 11, 2022

**AFSCME Local 1092 Eboard Meeting**  
**April 11, 2022**  
**Zoom**

**Type of Meeting:** Eboard

**Call to Order:** 4:35pm

**Roll Call:** Christina StG, Jenny C, Jason A, Sabrina S, Dawn P,

**Excused:** Eric J

**Discussion & Motions:**

- 4/20 Fond Du Lac reserved for steward training- about 40 people
- Time: 8:30-9am Start
- \$100 gift cards to get snacks -Art will go get
- Lunch- Pizza delivery is the best move
- Motion made to pay for pizza at Fond du Lac college up for steward training on April 20, 2022, up to \$400- M/S/C
- Jessica Langhorst grandma passed, motion for \$100 donation and comfort book- M/S/C

**Motions passed between meetings:**

- ✓ Rebecca Flynn/Becky Mattson, motion for \$100 donation and comfort book- M/S/C
- ✓ Motion to sponsor \$100 for International Worker's Day Event- M/S/C
- ✓ Motion for Tiffany Klemmack for significant passing away- comfort book?- no action taken at Eboard meeting
  
- DCT- Care Carlton list sent to Heather
  - ✓ Heather sending to stewards to sign them up
- Eric to bring cards 4/20 for MSOCS
  - ✓ Have to sign up for public sector union cards

**Local elections**

- 15 days notice has to go out for May 9 nominations to open
  - ✓ Will be put on facebook and website- notice will be distributed at steward training 4/20/22
  - ✓ Flyer for elections: President, Vice-President, Treasurer, Secretary, Chief Steward- MSOP, Chief Steward- At Large, At-large E-board member, 2 trustees
- Flyer will be sent out by April 24<sup>th</sup>:
  - ❖ Timeline:
    - May 9-open nominations
    - June 13- close nominations
- Ballots will be mailed and will have to be returned by July 13<sup>th</sup>-update your address on memberlink
- PO box will be set up -to be delivered to Moose Lake
  - Counting ballots training location at MSOP-
    - volunteers to be on the voting committee not people running for office
- July meeting week of international convention July 11-15, possibly have meeting on July 18

**Motion to Adjourn:** minutes above, motion to adjourn approx. 5pm

**Type of Meeting: Membership meeting** ( 4/20/22 after Steward training)

**Call to Order:** 4:34pm

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

**Prior minutes:**

- Motion to approve February 2022 membership meeting minutes- M/S/C

**Financial Report:**

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

**President's Report:**

- Ceremony for Workers Memorial Day is April 25 at Duluth Labor Temple 2002 London Rd. Breakfast at 7 am and ceremony to follow with planting a tree for Worker who died on the job.
- May Day "International Workers Day Event" Harrison Community Center May 1st 11am-1pm. Mayor Larson reading a Proclamation – MAPE at MSOP asked us to sign onto
- May 2nd Carlton Central Labor Body will hold screening for Senate District 11 and House of Representative 11A & 11B at Cloquet Public Library 6 pm.
- Duluth Building Trades and Construction Trades Council will hold their 31st Annual Golf Outing at Enger Park Golf Course on Saturday June 11, 7-8 am registration shot gun start at 8:30 am \$ 125 individual, \$500 per team. Hole Sponsor \$150
  - Requesting members to get information out- will talk about in new business

**Vice President Report:**

MSOP LMC April 2022

**Management Agenda Items:**

1. March 2022 Meeting Minutes passed
2. Covid Updates
  - Actively processing plans to loosening movement
  - Eyeglasses/Masks
    - Threshold to cases in bldg.-facility/county
    - With Dr. Barry and Nikki Boder deciding
    - Clients numbers
    - Staff positive #'s
    - DCT and healthcare
    - Ran through Command Post and Senior Management
  - Keep 6 foot social distancing
  - Private standard vs. healthcare standard is different
  - Goggles/glasses should be going away based on #'s of cases in county
  - Mask is based on #'s also, but have aways to go
  - Mouth testing in OD office
3. Uniform Sizing
  - Scheduling next month-Galls coming up during NEO and they are doing any other staff needing sizing
  - Spend down is coming to end, then it will reopen for allowance for uniforms July 1
  - Back order issue-Sue Johnson to get clarification
4. Local Hospital coverage
  - Need to take a break
  - Nurses at facilities brought forward the length of time for these breaks

## 5. Staffing updates

- 6 new SC staff last month
- 1 new this month
- Lead spots filled
- Recruitment mtg coming
- 3<sup>rd</sup> Watch Lead spot waiting on approval as original posting was not approved by management and was found to be incorrect after HR was notified by Sabrina

### **Labor Agenda items:**

#### 1. COVID Update on the Change of Pay

- Not going back to pay the in between the covid leave- 2 week period included some staff not paid

#### 2. Lead pay Change

- November 2020 comp sheet worksheets- employer has to follow their policy. This is what creates the compression explanation- HR stated they would send the Union an email with the link to the worksheet for review

#### 3. Advance OT sign-up process-(combined 3&4)

#### 4. Non -Security Counselor Sign up Process

- 1st choice should be security for advance OT
- M-F staff are being taken away from doing OT through advanced OT
- Union calling upon employer to take Security counselors signed up prior to non-security staff
- Discussion also regarding Out of release order- Union want defined for seniority class first to leave

#### 5. Recent Staff Assault in Visiting and No Charges Filed

- Union requesting the push to take place as a team (Admin/Union)
- Senior management team to hear about Union request and talk about possibility of pushing as a team to the County Attorney endorsed by the Union to hold accountable for campaign platforms

#### 6. Getting unlimited MA's Back with a Program to Hold Staff Accountable

Scheduling meeting with Jason A, Art M, Sabrina S, Cory V, HR, AFSCME Field Rep Eric J- any others management would like to be part- Justin will send out meeting invite

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

- ✓ 2 things settled outside grievance
- ✓ 3<sup>rd</sup> step grievance for OT
- ✓ Few cases in Arbitration still
- ✓ 1<sup>st</sup> steward meeting today 4/202/22 went well and will do again every year

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

- ✓ 1<sup>st</sup> step- not called out for OT correctly
- ✓ 2<sup>nd</sup> step to be filed
- ✓ Job class changes
- ✓ Care-Carlton investigation tomorrow
- ✓ Few investigations last week-Heather reported

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

- ✓ May 20 State Employee Policy Committee- Minneapolis
- ✓ Email sent to Justin regarding SEPC time off for board members
- ✓ Early May Hermantown office will have a lost time employee working

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

- ✓ March 29th DOTH event was a success
  - Legislative reps were talked to
  - House passed our contract, Senate is dragging on passing
- ✓ Senate is holding back on front line worker pay also
- ✓ Elections coming

### **Safety Committee Report:**

- ✓ E-board to check into last meeting and post minutes on website

### **Old Business:**

- President Meeting on April 22 via Zoom. I and Chief Steward Art Miller to attend. Motion to pay 4 hours lost time to attend, M/S/C
- Agenda items:
  - Arbitrations
    - Talk about new policy voted on at Council convention and the effects to have Local's pay if Arb team and appeal committee recommend dismissal
  - AFSCME Strong
    - Talk of signing up non-members
  - Legislative Update
- Nomination Close for SEPC May 20th Delta Hotels by Marriott Minneapolis Northeast 1330 Industrial Blvd. Nomination for SEPC Chair Officers and Department Policy Committees will take place. (Motion for hotel, mileage, & per diem/stipend)
  - Heather S, Dawn P, Christina StG, Cameo T, Jessica L, Sabrina S, Scott L nominations- elected as delegates
  - Motion for Hotel, mileage, lost time, **and per-diem (motioned to be added 6/13/22 as correction)** for SEPC May 20,2022- M/S/C
  - (Must have day off or vacation)

### **New Business:**

- May 9th Nominations for Local Officers Open and Close on June 13th, ballot will be mailed out after June meeting and Post marked by July 13th. Officers to be sworn in after July Meeting
  - Announcement to be posted on Union bulletin boards
  - Will be posted on website & Facebook
- Opening and Closing Nominations on May 9 at General Membership Meeting Nominations for AFSCME International Convention in Philadelphia July 11-15 Local is allowed 4 Delegates/ Alternates This is an in-person event. Proof of 2 shot Moderna or Pfizer vaccine or 1 shot for J&J, if not vaccinated will have to test daily.
  - May 9 Cloquet public library- notice to go out to membership
- Change Date of July General Membership Meeting to July 18th.
  - Location will be determined and announced at May 9 meeting
- ✓ Motion to do drawing for a card, Scott made friendly motion to give card to all members outside of the E-board, friendly amended accepted- M/S/C

### **Good & Welfare:**

- ✓ Kodi Webb- motion to donate \$100 for being out on medical leave for extended time, M/S/C
- ✓ Tiffany motion to donate \$100 and comfort book for fiancé passing away M/S/C

**Motion to Adjourn:** 5:02pm