

**AFSCME Local 1092 Meeting Minutes**  
**May 9, 2022**  
**Cloquet Public Library/Zoom**

**Type of Meeting:** Eboard meeting

**Call to Order:** 4:32pm & 6:24pm

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

**Excused:** Jenny C

**Discussion & Motions:**

- Arbitration case discussion -Appeal process
- \$25 donation to AFL-CIO Retirees Annual Fundraisers
- Motion for \$100 donation and comfort book to Sharon Hietala- M/S/C
- Motion for \$100 donation (x2) for family death and comfort book for Tom Cherro- M/S/C
- Motion for \$100 donation (x2) for family death and comfort book for Cindy Cherro- M/S/C
- Jessica to bring more information to E-board for International convention cost coverage

**Motions passed between meetings:** None

**Local elections:** Nominations will be tonight

**Motion to Adjourn:** 4:59pm & 6:28pm

**Type of Meeting:** Membership meeting

**Call to Order:** 5pm

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

**Excused:** Jenny C

**Prior minutes:**

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

**Financial Report:**

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

**President's Report:**

- AFSCME Council 5 Executive Board has endorsed the following candidates for re-election; Governor-Tim Walz & LT. Governor Peggy Flanagan, Attorney General-Keith Ellison, Secretary of State- Steve Simon and State Auditor-Julie Blaha. Protect our rights as union worker, by vote for these candidates.
- President meeting discussed arbitration policy, AFSCME Strong and legislative update from Ethan Vogel.
- I spoke at the International Workers Day Event on May 1st, opposing Right to Work laws and what Labor wants for workers.
- \$750 Frontline worker's pay passed and signed by Governor Walz. The Department of Labor is set up the application process. We will share more information as to when the 45 day filing starts.
- Thank you card read to membership- Borchartz

**Vice President Report:**

**MSOP LMC-May 5th 2022**

**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?
  - ✓ Discussion on N95-it doesn't look good to public wearing N95 for non-emergent appointments and since brought up at LMC, employer reduced transports this week
- Discussion on Frontline worker pay regarding COVID- Employers have to be on board for employees- MSOP is supporting their workers to be part of pay group
  - ✓ Everyone has to apply, and if less eligible people apply, payment could be more
- 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.
  - ✓ Employer didn't know in time of the college fair at Fond du Lac full of police departments
- 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 rotation vs. others.
  - ✓ Capable list and qualified (N95 fit-tested) similar with A-team force list which is considered capable list and qualified
- 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- 100 beds available now in facility
- 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's 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 voting constituents. Management said that they have an agreement with previous SMT.
- Advanced Overtime Sign Up- labor brought up the concern on how it's called out for 1st 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.- **Expressed we will document**
- COVID Units- covered in management section
- Closing Omega 3- covered in management section
- Vacation Calendar- 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 it's time for our spots.
- Beta Showers- Labor asked about when clients will be cleaning again. Management mentioned that the Nurse and staff cleaning the showers is a temporary thing as they don't want to cross contaminate units to have client's 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 B.

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

- investigation result in a non-cert
- 1-day suspension related to ETL that we are grieving
- Attended President meeting & comments:
  - ✓ Learned a lot at meeting
    - May get some additions at next E-board meeting next month
    - Learned if Arb committee recommends dismissal, Local can process it forward but will have to pay \$8,000-10,000 bill after arbitration

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

- 5/5 MSOCS Labor management committee meeting was cancelled-waiting
- 2 open investigations-MSOCS
- Care Carlton- dates are coming up for meet/confers

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

- SEPC (State employee Policy Committee) May 20<sup>th</sup>, 2022
- Philadelphia International Convention July 11—15<sup>th</sup>

- Delegates will be required wearing mask or be tested daily to com onto convention floor
- Council 5 Convention will be in St. Paul-September- in person convention

**Political/PEOPLE Report:**

- Endorsements from NE screening after session which will be after May 23

**Safety Committee Report:**

- Sabrina to follow up to see if report is available- post on website

**Old 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
- 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.
- Change Date of July General Membership Meeting to July 18th.

**New Business:**

- Arbitration case discussion \_
  - ✓ Employee presented- Motion by Board to send to Arb appeal committee to review- M/S/C
- Raffle tickets/ cash prize discussion donation \$500 cash prize/raffle tickets 3 for \$5 discussion
- Opening and Closing Nominations International convention
  - ✓ Motion to send delegates nominated- Christina St. Germaine, Jessica Langhorst, and Sabrina Search nominated as delegates -M/S/C
  - ✓ Discussion of cost coverage- Jessica L to supply info to Board
- Nominations open for Local 1092 E-board:
  - ✓ Nominations close June 13, people running are not eligible to be on elections committee
  - ✓ Ballots will be go out and membership votes counted July 18
    - ❖ Nominations from floor tonight:
      1. Arthur Miller- President
      2. Matthew Barton- Vice-President
      3. Jason Anderson- Treasurer
      4. Sabrina Search-Secretary
      5. Heather Schultz- MSOC At-large
      6. Dawn Poskie- E-board At-large
      7. Melody Louks- Trustee
    - ❖ Other nominations between open and close date of nominations:
      1. Jessica Langhorst- Vice-President
- Information on technology:
  - ✓ Reminder **NOT** to use employer email for any political activity

- Bringing forward at LMC issues we are having:
  - ✓ Specific examples
  - ✓ Problem
  - ✓ Documentation
  - ✓ Dates/times
  - ✓ Shifts
  - ✓ Who was supervisor
  - ✓ WE NEED details with names/lists and all documentation you have for an issue

**Good & Welfare:**

- Sharon Hietala's sister passed away.- suggest \$100 and comfort book
- Tom (Cindy) Cherro's brother and father passed away.- suggest \$100 for each death and for both members

**Motion to Adjourn:** 6:23pm