

Meeting Minutes: Moose Lake AFSCME Labor/Management

Date: 02/03/2022
Minutes prepared by: Heather Staff
Location: Employee Development Room # 145; Microsoft Teams

Attendance

- Jason Anderson, Jenny Collelo, Christina St. Germaine, Eric Jacobson, Art Miller, Sabrina Search
- Jordan Goodman, Tracy Johannsen, Sue Johnson, Ann Linkert, Steve Sajdak, Heather Staff, Cory Vargason

Management:

- January Meeting Minutes: Revised January meeting minutes will be sent out via email
- Staffing Updates: There are six new Security Counselors starting this month. Phone interviews have been successful and we are able to offer the job directly after the interview. The hiring incentive for Security Counselors is \$1,000. Word of mouth and referrals from current employees has been a successful source of recruitment. The reallocation request for kitchen workers is with the supervisor (Joanne Christenson).
- COVID Updates: Recreational areas are now open for clients.
- Client Masks: A few clients have took available masks.

Labor:

- N-95 Fit Testing: Management stated that N-95 fit testing continues and that most of utility pool staff have been tested. Some staff are refusing to test. Others have medical reasons not to test. There is limited availability of PAPRs.
- Out of Turn Forces: AFSCME asked about forced overtime, but there is no contract violation.
- Staff Uniforms: AFSCME presented information about a current Security Counselor who has had difficulty ordering the correct uniform size. Sue Johnson stated that she is aware of the situation and has been in communication with the employee. There are supply chain issues which has caused delays in getting orders filled and it is difficult to get certain sizes. Sue stated that there are uniforms available in inventory.
- Property Distribution Process: AFSCME requested that central distribution be reopened as it would be more efficient than on units. Management stated there may be scheduling conflicts, but they would look into it.

- OC Chemical Clean-up: AFSCME requested OC chemical clean-up training for applicable staff. Management stated that there is no formal training and that the OD or A-Team can assist staff who need instruction on cleaning procedures. The chemical is cleaned with soap and water.
- Overtime Distribution: AFSCME asked if voluntary overtime during vacation shifts is allowed. Both Management and the AFSCME agreed that the contract does not allow this.
- Beta Shower Cleaning: AFSCME stated that it takes two staff out of the three present to clean the showers and requested that General Maintenance Workers help with shower cleaning. Steve Sajdak responded that there are clients that want to volunteer to clean the showers. Staff cleaning is not a long term option and that they want the clients to take care of their community. A General Maintenance Worker provided training to staff on shower cleaning this week.
- COVID Notices: AFSCME requested that the language in the COVID high risk exposure notification be reviewed and revised. The email states that the recipient did not wear proper PPE or a respirator, but staff are only provided masks. AFSCME stated that the notification process is cumbersome and the wording needs to be cleaned up. These notifications are delayed. Management is aware of this and HR stated they will take this feedback to the Risk Assessment Team.

Date: Thursday, March 3, 2022

Time: 1:30 p.m.

Location: Employee Development Room 145 and Microsoft Teams

Agenda items: submit proposed agenda items to the local Human Resources representative (dhs.msop.hr@state.mn.us) no later than 4:30 p.m. Tuesday, March 1, 2022.