

Meeting Minutes: Moose Lake AFSCME Labor/Management

Date: 10/07/2021
Minutes prepared by: Heidi Peura
Location: Employee Development Room # 145; Microsoft Teams

Attendance

- Jenny Collelo, Eric Jacobson, Scott Limoseth, Christina St. Germaine
- Jordan Goodman, Alli Kuhlman, Ann Linkert, Heidi Peura, Cory Vargason

Management:

- September Meeting Minutes: There are no changes to the meeting minutes.
- Staffing Update: There are 8 new Security Counselor hires for October and 2 new Security Counselor hires for November.
- Security Counselor Lead Leveling: The new process is almost finalized, a meeting is scheduled to finalize the process. Interview questions were sent to Jenny and Christina for feedback.
- COVID Updates: There will be a SharePoint announcement that client masking will begin in St. Peter starting tomorrow. Point prevalence testing will also be starting in St. Peter next week. AFSCME presented that they would like all staff to be tested regardless of their vaccination status. MSOP Administration is meeting twice weekly now regarding COVID. Masks, social distancing are encouraged. Eye protection is suggested if in close proximity to a client for 15 minutes or more. There was discussion regarding COVID testing. Per MN law, we can't require anyone to take the COVID testing involuntary. If employees said they will not take the test voluntarily, the state said they would not require involuntary testing.

Labor:

- Omega 1&2 Rounds: AFSCME explained that staff are feeling unsafe doing hourly rounds on Omega 1&2. Administration shared that Omega 1&2 are not the High Security Area. Administration shared that A Team is available to assist if there are behaviors on the unit. Individual concerns will be addressed based on the individual concerns. AFSCME presented that there are dead spots on the unit. If there are dead spots, then a report should be written so this can be followed up on.

- N95 Fit Test: Currently the transport team N95 Fit testing is complete. Cory provided an update on the remainder of the staff.
- Security Counselor Vacancies: Expressions of interest are still being considered. There was discussion about how intermittent positions are filled and the number of intermittent positions we have filled currently.
- Statutory School and Activity Leave: This is an unpaid leave available to employees. Employees are able to substitute vacation or compensatory time. AFSCME explained that there are inconsistencies in the approval process where some supervisors approve the request immediately whereas others are being asked follow – up questions. Requests for paid time off should go to their supervisor cc: the scheduler.
- Security Counselor Scheduling: If an employee has regularly scheduled days off, employees are able to be forced unless it is approved time off. AFSCME inquired about the interest in a MOU so employees could not be forced on their regularly scheduled day off. MSOP Admin will be inquiring about the impact of an MOU. The majority of the time when there's massive overtime, the overtime is a result of hospital coverage requirements and there would be a massive impact to remove staff from the eligibility to be forced.
- Vault Testing: There was discussion regarding communication regarding Vault testing; specifically a communication sent by Vault. The Vault testing was down yesterday but is now back up and running. Direction has been sent out that employees will now be logging in through their own PW. There were some concerns from an employee regarding the sign-on process. The individual will be followed up with.

Date: Thursday, November 04, 2021

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, November 02, 2021.