

AFSCME Labor/Management Meeting
MSOP Moose Lake • November 5, 2020

In Attendance: Jenny Collelo, Jason Anderson, Art Miller, Christina St. Germaine (phone), Sabrina Search (phone), Eric Jacobson (phone), Andrew Cole (phone), Terry Kneisel (phone), Kevin Moser, Jordan Goodman, Ann Linkert, Kris Huso

Reviewed meeting minutes from October 1, 2020. Jordan Goodman will follow up on social media policy posting.

Labor Agenda Items

1. Thermometer upon front/inaccuracy

Topic: Staff screen thermometer is inaccurate

Comment: Temperatures are low in the staff screening area. Jenny mentioned wrist temperatures may be more accurate since the cold weather is upon us and people are going to have cold heads.

Discussion: A new thermometer is going to be coming; it is a stand-alone that staff will just walk up to and their temperature will be taken. Ann will follow up with Nikki to see if wrist temperatures would be more accurate.

2. COVID staff testing positive - safeguards

Topic: Mandatory testing

Comments: Staff recently tested positive; persons in contact with them are not notified until days later.

Comment: Time delay in waiting for test results is 2-4 days; can't do anything until notification of a positive test.

3. COVID testing and costs

Topic: Staff are not wanting to incur the co-pay costs to get tested. Is this a Workers Compensation issue?

Comments: Some staff are not getting tested as they do not want to have to pay the co-pay costs.

Discussion: While it makes sense to get tested to seek a diagnosis if symptomatic; testing is not mandatory at this time. No one is required to take a test. Staff will continue to make a co-pay at this time.

4. Overtime Reassignments

Topic: Staff signing up for overtime are expecting to work where they were told at the time of signup and then are reassigned somewhere else

Comments: Volunteers coming in for one spot and then are reassigned somewhere else.

Discussion: The overtime is for the shift, not the placement.

5. Double Force

Topic: Overnight staff being double forced

Comments: Overnight staff that are being forced, find a replacement and then before their shift ends, are forced again.

Discussion: Administration can't control this; these are unusual circumstances which happen infrequently. There is no contract language which governs this specific scenario.

6. Process for staff returning to work after testing positive for COVID

Topic: Staff are returning to work still with symptoms. Are they still contagious?

Comments: Staff are feeling uneasy with staff come back to work after testing positive.

Discussion: HR clears them after positive with a minimum 10-day threshold; must be 24 hours with no fever. To date, no employees have been permitted to return if they pose a risk of transmission. COVID paid leave is 80 hours; beyond that, if still sick, HR recommends other leave.

Management Agenda Items

1. Pat Searches

Topic: Decrease in the quality of pat searches

Discussion: Cory Vargason and Rich O'Connor have met with the job coaches. There has been a decrease in the quality of pat searches. All staff will be retrained on pat search module.

2. Staffing Update

Topic: New Employee Orientation (NEO)

Discussion: There will be no NEO in November; 4 staff will be in the December class. We continue to interview and go through the hiring process.

3. COVID Fatigue/Complacency

Topic: Mask Compliance and fatigue

Discussion: 3rd week of 100 percent mask compliance. Staff fatigue and letting our guard down. If sick, stay home; err on the side of caution. Any front-line staff that have ideas or better practices to do something, please present ideas.

4. Essential Employees/Weather Expectations

Topic: Governor shut down for weather

Discussion: Nothing has changed since last year. Almost all AFSCME employees, with the exception of a few, are essential employees and are expected to report to work. Must make an attempt to get to work during course of shift, if can't, in some cases Comp or vacation maybe used.

Add-On Items/Questions:

- Can MSOP post rotations in vacancy posts?
[Response] No, as sometimes they need to be adjusted after they've already been posted.

- Will MSOP go back into a Command Post?
[Response] Not at this time. We are, however, making decisions through the command post structure.
- Since there is no longer Roll Call, Staff are feeling uninformed. When there is a lock down on a Unit can there be a posting in the lobby? What would communication look like?
[Response] Ann will follow up with this. We have in past during search posted in lobby sally port door. It may be similar to that.
- What is the timing of lockdowns on units?
[Response] 14 days from time symptomatic; limited to only 14 days.
- Request for Sani-wipes for transport; same wipes Health Services uses. The current spray in the bottle and paper towels are not working well on restraints.
[Response] Ann will look into this.
- Request for additional spray bottles or communication plan to check in and out spray bottles on units for clinical rooms. When not returned, it is affecting the sharps count.
[Response] Jordan will follow up.
- Follow up question to masks placed in lobby from last month.
[Response] They are readily available in the OD's office. No additional issues have been noted in the past month.
- Has there been any movement on Post Orders for Lead Workers?
[Response] There has not been a lead meeting recently to have this conversation.
- When does Open Enrollment End?
[Response] November 18th
- Have we seen the numbers for the individuals who received flu shots? Can we get them back in since it was not heavy days?
[Response] Health Services may have those numbers, but we are not aware of what they are.
- Does Workers Compensation cover positive results?
[Response] Possibly. Barb Nordstrom receives notification and would notify staff if applicable. This would be case by case. Some information about this was released recently and is available for staff to review.
- How are we dealing with Client Kitchen Staff?
[Response] There is a screening process for client kitchen staff, and they are required to wear a mask. If they have symptoms, they can't work.
- Clients should have to wear a mask to Health Services.
[Response] This is an expectation; we are reviewing protocols and will be enhancing what we have in place.
- Advance OT sign up, non-security
[Response] Looking at holes; will exhaust all Security interest first.

Formal meeting adjourns. Grievances (2)