# DEED Meet and Confer

## Meeting Minutes

August 20 2020

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| Present: | Present for MAPE: Kirsten Peterson (chair), Maureen Dunaway (vice-chair), Angela Christle, Chelsy Montan (secretary), Andy Given, Michael Prideaux, Caitlin Reid (MAPE Business Agent).  Present for the employer: Deputy Commissioner Blake Chaffee and Assistant Commissioner for Operations Evan Rowe |

**HR Point of contact**

Sue Kangas has moved back to MMB and in her absence we are to contact Colleen Krohn. DEED is in the process of hiring a new HR director. Evan will be the representative for the Commissioner’s office as Blake moves in to his new role.

**Payroll Tax Deferment**

DEED is waiting on MMB to announce guidance on the executive order signed by The President related to a payroll tax deferment program. MAPE asked that employees are given the option to opt out to avoid tax implications.

**CareerForce Reopening**

MAPE expressed concerns over CareerForce reopening, and asked about any timelines. Management indicated that they have no set date to reopen. Management indicated they will communicate well in advance when they have more information but are taking things as they come. Management indicated telework will continue for the foreseeable future. MAPE asked to be updated when a plan is in place or a date has been set. MAPE asked for a joint labor management meeting with MMA and AFSCME at least 1 month prior to phased reopening, with a scope limited to reopening and safety.

**Phased Retirement**

MAPE and Management discussed the possibility of phased retirement or early retirement buyouts. Management indicated there has been no discussions at this time regarding early retirement buyouts or phased retirements.

**Performance Management**

MAPE expressed concerns that some employees are being marked down on their performance review under the category “Graciousness”. Management indicated if an employee receives a score they do not agree with under this category or any other they should discuss it with their manager or supervisor. Management also encouraged employees to follow the appeal process. MAPE expressed concern regarding the implicit gender and racial bias of “graciousness” and indicated analyses are needed to review the data. Management indicated they will make sure the concerns are passed on to Commissioner Grove. MAPE will file data requests for oversight.

**FNB building lease**

MAPE asked for an updated on the status of the building lease and possible move. Management indicated no decision has been made yet and COVID has made some adjustments to what is being considered suitable space.

MAPE expressed concerns of rumors of FNB staff potentially being relocated to other DEED locations in St. Paul. Management indicated there is no current or future intent to reassign FNB staff to different offices.

**Inclement weather**

MAPE raised questions about inclement weather and if this needed to be discussed, considering the current telework arrangements for most members. Management indicated a smart tool regarding weather related closures was piloted in Job Service and they hope to roll this out to all staff in the fall. MAPE indicated they will bring this back to the Quarter 4 meet and confer on 11/19/20.

If members are teleworking and experience a power outage, they should notify their immediate supervisor. (Chair note: please also notify the Meet and Confer committee, we’d like to track impact and effects)