

# Meeting Minutes: MNIT Meet & Confer

Date: 5/3/2023

## Introductions & Housekeeping

MAPE: Andi Morris, Greg Naumann, KB Brietzke, Jed Becher, Patrick Pueringer

Management: Chad Thuet, Yia Her, Shanna Vah, Brian Fitch, Ray Phipps, Rachel Dopson, Shawna Hennek, Matthew Porett (Director of Modern Workplace)

## Agenda Items

### Modern Workplace Update

* MAPE would like to request Matthew Porett’s attendance for an update and to answer questions
* Hearing that hotel cubes may be harder to come by for staff wanting them – how many hotel cubes will be available at COB? Will hotel cubes be available at other agency offices for MNIT staff?
* Are there plans for office furniture for staff who are teleworking? Standing desks, replacement chairs, etc? If someone needs office furniture/equipment for home, is there a method for requesting this?
  + Nothing has changed in regard to office equipment/furniture
  + If there are needs, employees should talk to their supervisor
  + Will not purchase a chair for both the office and at home
  + Online ergonomics guidance is available
  + Employees can keep office chairs at home
* Updates from Matthew
  + Multi-phased approach – multiple factors went into the decisions
  + Currently have a significant amount of space at COB with an average of only 15-20 employees on any given day
  + Consolidating COB space to 2nd floor with about 30 hoteling cubes – Robin software for checking out cubes will be updated soon—this is temporary
  + Working out logistics now
  + Working with a consultant (CBRE) hired by Dept of Admin (consultant is working with several agencies) to explore different space with more collaboration space (looking to remain near the capitol)
  + Will be encouraging MNIT staff embedded at agencies to use the space as well
  + MNIT stepped forward as one of the first movers
  + Official announcement coming week of May 15th
  + COB - Looking at extensive renovations or demolition; will be used as swing space as other agencies go through renovations
  + MNIT may be moving to a new facility is possible by end of calendar year but that is likely too optimistic – more realistically Jan-June 2024 but there are a lot of things that need to happen before nailing down dates
  + Currently paying roughly $2 million in lease space – will be reducing that substantially
  + Unlikely that anything will come down forcing employees to be in the office for at least the next four years

### On-Call Reductions

* Enterprise Database team will no longer have on-call as of 7/1
  + Some will have on-call and some will not, depending on what they support – business decision based on how to assist agencies in the most efficient manner
  + There was a significant amount of research done and some staff did not get enough calls to justify on-call pay
  + John Moreland is over the Database team and he does not foresee any other teams reporting to him needing reduced on-call
  + Are there any other teams expected to reduce or eliminate on-call?
    - Not at this time
  + How will critical services be maintained without on-call staff?
  + How will SLAs be honored without on-call staff availability?
  + How did CBTOs respond to hearing about this cut in on-call?
  + Have business partners been notified?
  + Shared information with the 9 CBTOs impacted and only 3 had objections – of those 3, one has made plans on their end to address needs, the other two entered specific agreements to provide coverage. Ensured that those who don’t require around the clock on-call are not paying for something they do not use
* Would like HR clarification agency-wide on how staff should respond to calls while they are not in pay status or in on-call status.
  + Expect professional employees to respond as they are able to
  + If staff are regularly being called when not in on-call status, would expect there to be conversation about that
  + There are times that things will happen overnight and may need to utilize call-in/call-back status
  + Exempt employees are paid a salary and contract addresses expectations
  + Appreciate and value work/life balance
  + If members feel they are being taken advantage of, let HR know. But there will be times a person will be called after hours – expectation is to take the call if able.
  + Is there a threshold for what is reasonable? Oftentimes calls received by some are coming from non-MNIT staff.
    - Engage with management to ensure they’re aware of the calls happening. If supervisor has been informed and nothing has been done, go to the next layer of management or LR Specialist.
    - Do not expect employees to be at the beck-and-call of anyone
    - If unable to take a call and an employee is receiving repercussions, guilt, etc, they should contact the LR Specialist
    - If getting calls outside of hours, redirect to the appropriate path (i.e. Service Desk)

### Call-In/Call-Back Pay

* MAPE proposal related to on-call/call-back pay was agreed to be moved to Meet & Confer
  + The intent of our proposed language in supplementals was to address the fact that most individuals are teleworking and the contract should not require going to the office to trigger call-back language
* Would like to start discussions on making this equitable across all staff, whether they need to log in from home or report to the office
* Tabled to be discussed on May 15th in supplemental negotiations

### Career Path Discussion

* In supplementals, we have agreed to move some career path-related items to Meet and Confer. We would like this to be addressed as a subgroup of Meet & Confer with more frequent meetings than our quarterly meetings.
* Management is in agreement to form a subgroup with 3-4 members from each side – Shanna Vah is the point of contact from management. Jed and Greg will lead from the MAPE side. Meetings will be set up bi-monthly. Subgroup report and M&C

### MNIT Week

* What is the setup like for the in-person lunch?
* Would management be open to MAPE having a visible space (table, tent, etc) to talk to staff, answer questions, etc?
* All MNIT staff got a survey for the in-person lunch on June 23rd. This is a collaborative celebration for all things MNIT related – to reconnect with folks, etc.
* Management would like to keep the focus on celebration and not have booths because it’s hard to draw the line
* Let management know that the last week of June is prep for Twin Cities Pride so it’s difficult for folks participating in planning for that to participate in MNIT week