DEED Meet and Confer Meeting Minutes

November

Present for MAPE: Maureen Dunaway (Chair), Alana Strickler Local 1101, Ilyas Ali Local 1101, Janet Kitui Local 501, Michael Prideaux (Vice Chair), Britton Mikkelsen (Organizing Business Agent)

Present for the employer: Evan Rowe Rowe, Brenda Tuma Tuma, Lorrie Janatopoulos, Mike Lang, Shelia Reger, Jacqueline Lyaruu-Macha,

**Agenda Planning:**

MAPE members provide the agenda items and agenda order. There was a miscommunication and Shelia Reger changed up the order of the agenda items. While the agenda is meant to be collaborative the items are brought forward by the union with additions from management. There was new commitment at the meeting from management side to collaborating better in the future and from the union side sending in the agenda earlier.

**Team change:**

The meet and confer team are Adding new members. Maureen Dunaway (Chair) Dunaway has stepped in as the interim chair and Michael Prideaux (Vice Chair) P has stepped in as the vice chair. Jacqueline Lyaruu-Macha will be standing in as the interim labor relations manager for the time being.

**Good Jobs Now Calls:**

There has been an increase of call time to forty-five minutes which has allowed more time to prepare and find resources for customers. This is serving both staff and customers better. MAPE members indicated that while there has been an improvement in capacity because of this there is still the problem of many sites being short staffed.

Lorrie Janatopoulos spoke about a job service training on November 2nd where they went over the future of “Good Jobs Now”. The presentation covered the outreach and impact on clients to date, the expectations, key results of the program and covered what will be in phase two. The presentation highlighted the positive impact on people without higher education and BIPOC people.

The guiding expectation for this program is service tied to customer need including initiative taking, tying the right services to the right customers, high impact services where they are needed, and tactics to do more community work when it is safe.

The training was recorded and can be viewed by members.

**Outsourcing front desk duties in CareerForce Centers:**

The concern that MAPE members brought to the meet and confer is that we do not know where this program is going and what the future of it is. The last discussion we were apart of we were informed of some of the responsibilities that will be outsources to elderly workers or student workers. Members are concerned about the impact on MAPE jobs.

Lorrie Janatopoulos carrier that they are not having professional workforce development workers at the reception and career labs any longer. They are making that change to move to a model where workforce professional development time is best used to meet the needs to those that need it and go into the community to collaborate with community partners.

MAPE members expressed concern that people will have questions that need to be addressed by a professional and are worried that those questions will either be answered incorrectly or not given the attention they could have been if the client met with a professional first.

Because MAPE is concerned about MAPE positions being outsourced to non-MAPE represented workers we submitted a data request to learn more about how the workers will be utilized. That request was denied because SCSEP workers are not employees, they are participants in a program. Lorrie Janatopoulos reiterated that there is no intent to have duties taken from MAPE workers and given to SCSEP workers.

**Safety Concerns in Career Force Locations:**

MAPE members expressed concerned about safety in the workforce centers as well as around them. Management reported that North Minneapolis is collaborating with community organizers and working to have an impact on bringing down gun violence. They have also invited local law enforcement to provide prevention meetings. Management has also provided personal safety and workplace violence video trainings.

Management has a safety plan training available and encourages staff to request one at their site.

**Winter weather contingencies:**

MAPE requested to hear more about winter weather contingencies. Management indicated that field administration are the people who will make the calls for their own offices about if it is safe to come into the office. MAPE requested that management does what tis can to not send people home once they are in the office and to anticipate when an office should be closed sooner. MAPE also requested that when winter weather makes it dangerous or questionable to travel that telework is encouraged over traveling to the office. Management noted that point but reiterated that each site and community have unique needs.

**Move to new building/Return to office planning update:**

This section has two different topics: the new building move for DEED central office and the return to office plan.

Management indicated that there is a not an official plan from MMB yet about return to office. There is no guidance because the situation is changing rapidly with Covid and variants. The general guidance is that DEED should not rush return to office plans.

Regarding the building move construction is underway and ongoing. Because of supply chain issues construction is slowed down, on top of weather and covid issues. Management recognizes that the move is a transition for people and as they get more information and certainty of the completion date, they will let people know.

**MAPE asked the following questions about the return to office plans:**

 When are workers invited back into the office is the plan to be back 100%?

 Will remote work be allowed?

MAPE expressed concerns about the lack of plans as without clear direction most members are hearing more rumors than facts. MAPE members also expressed concern with more DEED members being asked to do things in the office for in person services. With the recent spikes in covid, and Minnesota’s being the worst, there is concern about in person services being used. Some members are uncomfortable with meeting in person and there is no good process to address those concerns.

Management noted the concerns and asked if there is any direction from the union. Chair Dunaway responding that the suggestion would be to not require in person work just yet. While we are sparking hard, and we are seeing people become laxer about masks it is concerning to see in person things increasing. Management noted that they did not know masking was getting lax and they will be looking into that.

MAPE reiterated that they would like to see managers not requiring people to be in the office in person and highlighted the inconsistency in applying in person vs telework duties.

**UI MOU sunsetting/Addition of Juneteenth:**

The new MOU is an updated version of a previously negotiated MOU that effects UI call center employees. This MOU only applies to call center workers and MAPE is concerned that it is being applied to non-call center workers. Evan Rowe asked for specifics and MAPE offered up the example of Field Audit staff who were not restricted in the past and are upset they are now. MAPE requests that management talks to UI and makes sure that the MOU is only followed for call center staff.

**Transition plan due to staff departures/Building communication continuity:**

Jacqueline Lyaruu-Macha will be helping to cover John’s duties with Shelia Reger. She is the contact person, but they are sharing duties until they fill the position which will be starting soon. Evan Rowe will be taking on Blakes duties.

**HR Update:**

HR is working on a new position to help address those 112 vacancies within the agency. Once that position is filled HR will be fully staffed,

Michael Prideaux (Vice Chair) encouraged management to have one email people can send their PSLF requests and forms to. Management heard that request.

Janet Kitui Local 501 requested an updated affirmative action report for DEED. She has sent the request to Heather (ODEO director) but has not received a response. Evan Rowe agreed to circle back, and Shelia Reger shared that there is an extensive sign off process.

**Meet and Confer dates for the coming year:**

Third Thursday of the second month of the quarter.

* February
* May
* August
* November

Will be finalized off-line, but we can put the above as place holders.

**DDS:**

Shelia Reger asked about the possibility for rolling the DDS meet and confer into the larger DEED meet and confer. Chair Dunaway indicated that site specific issues and department specific issues are important, and the team may want to keep that structure. The team can choose to join the DEED meet and confer but the DEED team does not feel comfortable bringing them in until that conversation is had. Historically they were formed because there was a litany of issues that were DDS specific and needed to be addressed.