

MAPE Department of Revenue Meet and Confer Meeting – Held via teleconference

3/24/20

MAPE: Kristine Moody, Emily Moen, Brian Fischer, Ann Adkisson, Nikki Engen, Gretchen Scharmer, Joseph Sullivan, Nic Frey (MAPE Staff), Sally Wakefield

DOR Management: Yia Her, Elizabeth Blomberg

Unpaid union leave use per contract verification for meet and confer – Ann

- Those of us on the MAPE Meet and Confer Team who travel to the meetings were told to code that travel time as unpaid leave with no accrual, however, anything involving the Meet and Confer meeting with upper management is taken as union leave. We believe that, per the contract, Meet and Confer premeetings and travel time should be taken as UNL.
- MGMT stated they will look into this and get back to us

Concerns regarding walk-in appointments - Kristine

- During the period of 3/16-3/19 multiple walk in appointments with taxpayers occurred, the meetings didn't abide by various recommended CDC guidelines i.e. social distancing, face masks, TP meeting rooms that weren't disinfected regularly. Are we going to follow CDC recommendations going forward and if so how long?
- MGMT will elevate to senior management team for response

Why are people with pre-existing conditions approved/denied inconsistently for telework in the Collections Division? Are there sufficient routers available for telework for most/all employees? If not, how many people are being denied teleworking? Particularly ones with pre-existing conditions? - Brian

- Brian - We had someone who had an organ transplant, i.e. high risk per CDC guidelines, who was denied telework, and we have other examples of high risk of individuals who were denied to go home last week.
- MGMT – Are there still people being denied?
- Brian – Not everyone yet has a router to work from home so they still have to come into the building to work.
- MGMT – We will have to elevate this to senior management so they can respond
- Brian – If employees were improperly denied using Covid-19 leave could they get it retroactively?
- MGMT – Covid-19 leave was effective Wednesday, if someone took time off 18-20th, and they were eligible for it at that time, they should put the request in and they can get it.
- Emily – If an employee who can't telework and doesn't have router or RSA token lives with high risk person, how should this be handled?
- MGMT – We will look into this and let you know, we also want to make sure employees go to the intranet BeReadyMN site.

What guidance is given to supervisors when approving or denying Covid-19 leave? What can supervisors be asking to have these approved? – Emily

- MGMT - Guidance to supervisors was sent out last week to ensure that supervisors had a conversation with the employee just to ensure that all avenues have been reviewed prior to using Covid-19 leave, i.e. is telework available, flexible schedules, etc. Also informed supervisors not to attempt to get any medical information from employees. Told supervisors to have a conversation with the employee, make sure all avenues exhausted, use form, HR will make final determination.
- Emily – What avenues are being considered for supervisors to ask employees about?
- MGMT – Morning of 3/24 HR informed supervisors that avenues reviewed should be reasonable, shouldn't upend the employee's entire life just to continue working.
- Nic – Some supervisors are asking very personal questions beyond what employees feel comfortable answering in order to determine this, i.e how many kids are at an employee's home, who is your daycare provider and what is their contact information, etc?
- MGMT – These weren't the kinds of questions we wanted being asked to employees, we appreciate this being brought forward, this will be brought up at our daily meetings with senior management.

Give us an understanding of the designation of Priority 1 and Priority 2 employees. – Nic

- MGMT – Revenue doesn't have any Priority 1 employees. MMB has an enterprise wide definition of the priority classes. We will provide this information.