

RAMSEY COUNTY LABOR MANAGEMENT COMMITTEE

JUNE 12, 2023 – 1530 hours

The LMC is intended to be a collaborative effort for open discussion and idea sharing. It is not a policy making committee, although through these sessions changes may be initiated and/or considered.

Attendance:

ECC Leadership: Nancie Pass, Jeff Mikulak, Lindsay O'Donnell, Erin Quinn
LELS #349: Cindy Barnes, Amber Guettler, Bao Moua, Kelly Skalsky, Natalie Simonet, Jay Sliwinski
St. Paul Federation: Pat Heffernan
RC Labor Relations: Cassy Fogale
Scribe: Shar Whebbe

REVIEW OF AGENDA and PREVIOUS MEETING ACTION ITEMS (05.17.23)

Agenda and meeting notes were accepted without edits.

- Action Item: By-Laws – LELS 349 suggested verbiage surrounding union membership at meetings. **Completed.** **New verbiage will be added to the bylaws regarding union representation vs leadership representation at meetings. Additionally, verbiage will be added regarding union members being allowed off the floor with enough notice to attend meetings.**
- Action Item: CTO pay for sit-alongs – Remains on agenda for follow up from last meeting. **Completed.** **Leadership is not amenable to offering CTO pay for sit-alongs.**
- Action Item: MOA/OT Incentive – J. Mikulak will follow up. **Completed.**
- Action Item: Overtime – Remains on the agenda pending a review or comparison on how signing up vs outbouding is working. **Completed.**
- Action Item: Shift Bid – LELS 349 asked to re-address the timing of the shift bid. J. Mikulak will follow up with leadership including the possibility of moving the shift year from starting in August. **Completed.** **Management is open to discussion with more facts, but for now, yearly shifts will remain August – July. LELS 349 will reach out to membership for feedback.**
- Action item: Fire ProQA – J. Mikulak will follow up on the possibility of getting another EMD-Q trained supervisor to replace C. Carbone. **In Process.** **J. Mikulak is working with J. Rasch and D. Smiley to get someone trained up to speed.**
- Action Item: Training consoles – L. O'Donnell will follow up on console 31 having ProQA on it which will determine if that console will be needed for a fire dispatcher during the State Fair. **In Process.**

HUE LIFE SURVEY RESULTS (LELS 349)

Hue Life met with management team and had guided conversations. D. Palmer, who is now trained in TOPS facilitation, is now having those conversations with supervisors. He will be attending the next pillar leader meeting this week, and he will work with the pillar leads to get communication out to the floor about the results of the survey. LELS 349 is concerned about the length of time it is taking to get this information out, and there are additional concerns that some pillars are no longer meeting or moving work forward.

→ Action Item – N. Pass will circle back with C. Barnes on this issue.

MANDATES (LELS 349)

There is perception that mandates are not being issued equitably. There are anecdotal reports of some people getting multiple mandates while others are getting few to none. LELS 349 asked if some of the color coding could be changed in Kronos for easier tracking. At this time, Kronos cannot be updated in that fashion. Leadership encourages anyone who thinks they are getting incorrectly mandated to follow up with the supervisors.

Another concern is that people are getting mandated on the RDO prior to returning from vacation. Supervisors asked that anyone that has this experience be directed right to the supervisors. This does not include comp-time except in special circumstances.

→ Action Item – J. Mikulak will follow up on previous communication regard this issue.

A specific incident was presented regarding someone being mandated while one of their partners on their short day got to keep their short day as is. Leadership asks in these specific instances that there are details provided to allow leadership to properly follow up with the supervisors/employees involved.

LELS 349 expressed frustration with the inconsistent process of assigning mandates. Supervisors do not seem to be on the same page when mandating. Also, there is recognition from LELS 349 that the policy of changing picked-up overtime to a voluntary mandate resulting in shorter notice mandates for other employees, and sometimes there are mandates being counted in a “do not mandate” spot. LELS 349 brought up examples on 6/15 and 6/24.

- Action Item – J. Mikulak will have conversations with supervisors as necessary regarding consistency.
- Action Item – J. Mikulak will work with supervisors to explore the dates above to determine why there are mandates credited in “do not mandate” spots.

Some supervisors are holding off on approving duty trades, comp time, etc., while they wait to see what the mandate situation is with that shift. This can result in the duty trade being denied close to the time off date. Supervisors are unable to approve anything unless it is within 31 days, and Kronos only allows for 3 outstanding duty trades at one time.

- Action Item – N. Pass and J. Mikulak will follow up on the 3 day limit on duty trades with LELS 349.
- Action Item – J. Mikulak will follow up with supervisors to make sure they are approving requests at the 30 day mark and not holding off to make sure there are other staffing issues.

OOTs/SPECIAL ASSIGNMENT LIMITS (LELS 349)

LELS 349 had concerns regarding special assignments had a one-year limit, and that some people had exceeded their year. Leadership explained they are typically a one-year minimum, not maximum, assignment.

- Action Item – C. Barned will clarify with membership.

VACATION/FLOATING HOLIDAY (LELS 349)

There are employees that are at risk of losing accrued time because they are unable to schedule time off. J. Mikulak is working with a specific employee to try to save their time due to special circumstances. Leadership will have to take these on a case by case basis because this is an employee’s responsibility to manage to the best of their ability. LELS 349 recognizes sometimes employees change their vacation time to comp time to try to build their vacation bank and then have too high of a vacation bank to use in a reasonable time.

NEW BUSINESS/OPEN DISCUSSION

The State Fair planning committee is meeting again on 6/21, and they will be offering in-person training for anyone hired after the 2022 fair. Everyone else will be receiving reference books and have a Virtual Academy to complete. The committee is waiting on information from the State Fair as well. Details are being worked on and will be out asap.

NEXT MEETING(S):

Wednesday, August 2, 2023

1530 hrs – 1730 hrs

- Leadership will be running the agenda.
- Shar Whebbe will send a calendar invite to all members and reserve the room.
- The August agenda will be sent out on 07.26.23 – all agenda items due by that date.

Meeting adjourned at 1703 hrs.

Respectfully submitted,
Shar Whebbe