**Present: Ryan Cates, Marvin Sullivan, Becky Robinson, Steaed Doehring; Eric Manriquez; Cory Moon; Rick Pitts; Kyle Heinze; Roxanne Portner; Sarah Aili; Brian Wills; Jonelle Gressman; Suzanne Kocurek; Michelle Chalin; Cassy Rydell; Logan Smith**

**APPROVAL OF MINUTES FROM LAST MONTH:**

**The meeting minutes from last month were approved and posted.**

**REFLECTIONS / CELEBRATIONS:**

 Recruitment fair went well, all the HSSS vacancies have been filled.

**OLD BUSINESS:**

**MANAGEMENT**

**AFSCME:**

1. **Weekend Bonus to include other AFSCME job classes - MOU:**

A draft was submitted to HR.

1. **Shift In Progress:**

BW – We are currently working on the process.

1. **Bonuses: (Retention/Incentives**)

JG – At this time, there is no intent to put retention bonuses in place, if we plan to implement these in the future, we will follow the contract.

Union - At negotiations, discussions about increasing the $50 bonus or any financial items were tabled, the union was told DCT would be looking at bonuses in the fall. This seems as though management was bargaining in bad faith.

1. **GMW’s Not Having Radio Access on Forest View or Prairie View:**

BW – We have been waiting on batteries, they have been shipped and we will adjust the radios.

1. **Can we get a Credit Card System to Pay for Parking (Medical Trips/Outings):**

BR – No update at this time.

**NEW BUSINESS:**

**MANAGEMENT AGENDA ITEMS:**

**AFSCME AGENDA ITEMS:**

1. **Security Services NOCS Lead/Lead Process:**

The rumor is that everyone that interviewed for the SS Nocs Lead spot failed.

JG/BW – Moving forward with a candidate.

Union - How many failed the interview? - Unknown

Union - When we agreed to the process for the Lead List, employees should be interviewed to get onto the list and not for specific postings. We would like to revisit the process.

BR – We can revisit this process. Afscme Workgroup/Interest Based Problem Solving?

SA – Staff can ask for feedback from Julie Yang regarding the interview.

JG - A data request would be needed if the employee wanted specific information. HR needs to follow the Minnesota Government Data Practices act and Minn. Stat. § 13.43 (Personnel Data).

1. **Staff Requesting Not to be on Home Unit for Overtime Forced to be on Home Unit:**

Staff would like a break from their home unit when working Overtime.

BR – Will follow up to ensure that this is not a specific unit practice. There are variables to be taken into consideration but there needs to be a standard practice.

1. **Patients Approaching Upper Access to get Food Order and then Arguing with Staff:**

BW – We are aware and will follow-up.

1. **Fair process for physical plant SIP:**

Rob approved some staff to have SIP and not others, staff want it to be fair.

BW – will follow-up with Scott and Rob to ensure that the proper process is being followed. (ATLAS)

**ADD ON:**

1. **North Campus NOC Minimums:**

On 4/12 there were only 3 staff scheduled on Nocs.

BR – There were no inversible staff. Open to bringing this to the workgroup to brainstorm options.

Due to NC campus being so far away from the main building, we shouldn’t run that unit short.

BR – Agreed

1. **Scheduling Department vs. Supervisor:**

The kitchen supervisor approved a staff a couple of hours off, due to needed staffing levels for that shift, and scheduling denied it.

BR – We can establish a consultation process between scheduling and the supervisor.

1. **Hospital OT Sign-Up on ATLAS:**

Agreed to discuss this during the workgroup.

1. **Retirement Contacts/All HR Contacts:**

Please reach out to the appropriate HR person, this will expedite responses.

[**Forensic Services - Human Resources Contacts**](https://workplace/dct/Forensics/_layouts/15/WopiFrame.aspx?sourcedoc=%7B1E73975F-FEA2-4736-9213-E4409DA23AAE%7D&action=view&source=https%3A%2F%2Fworkplace%2Fdct%2FForensics%2FForensic%2520Phones%2520%2520VOIP%2520Info%2FForms%2FAllItems%2Easpx)

[**Human Resource Contact Information**](https://workplace/dct/DCT-Human-Resources/HR%20Contact%20Information/Human%20Resources%20Contact%20Information%204%2023%202024.pdf)