**SEIU-1199/ODM APC Meeting Minutes 1/14/2022**

Attendees:

* **Management:** Earnika Pitts, Eric Eilerman, Tina Nilo, James Cleamons, Faye Wheeler & Julie Babtist Rachel Dornoff (OCB guest observer)
* **SEIU-1199:** David Scott, Sam Wernick, Barb Montgomery

Agenda Items:

1. **Introductions:** David Scott introduced as the new organizer for SEIU 1199
2. **Review of minutes from last APC, Dec 2019:**

It was noted this is the first APC meeting held since Dec. 2019. Minutes were not reviewed from 2019.

With respect to item #2, was this actually an agenda item? We don’t think it was so could we just include this information in a separate section called “Other discussions” or something like that and place it at the end of the minutes?

1. **1199 Hires, vaccines, job postings**
	* + Barb indicated the current TO effective 1/3/2022 shows there are 42 vacant 1199 positions that have not been filled, with 65 current filled 1199 positions, what is the status of the vacant positions.
		+ Earnika reported since March of 2020 there have been 89 1199 positions posted with 28 being reposted or not filled for total of 61 1199 positions. Barb asked if we could get a breakdown of the positions posted which ones were vacant positions versus new positions.

Management indicated this information would need to be a public records request.

* + - David asked for clarification of why some positions were not filled. Faye indicated this could be for different reason such as no one applied for the position or the applicant did not pass the exam.
		- Union indicated there is concern on the Union side when comparing the number of 1199 MHSS positions to MHSA1 positions working in the same area, how is it determined if the position should be an MHSS or MHSA1 position. Management indicated that the positions are determined based on job duties and the process in place completed by HR.
1. **Return to office**
	* + Sam asked if there are any updates on the return to the office date or plans and what involvement the union will have in making those decisions.
		+ Management indicted that, as the Director stated in her last meeting, there is no date set this time for a return to the office. There is no finalized return to the office plan at this time. Management indicated that it is management’s discretion to determine the plan, but that management will be willing to listen to the Unions comments of the plan. Earnika confirmed that at this time there is nothing finalized for a return plan.
		+ Eric indicated that agencies are committed to sitting down with the union to share the plans and solicit feedback from the Union on the plans.
		+ David asked if recommendations from Ohio Department of Health will be taken into consideration when developing the plans for return to office. Management indicated that they would take into consideration guidelines from ODH and DAS.
2. **Teleworking**
	* + Sam asked if there are any updated on the telework discussions.
		+ Management indicated they are in the process of working on the telework policy, when it is developed and put into place employees will be able to make requests for teleworking. This policy will be in place at the same time as the return-to-work plan is in place. It was clarified the telework policy would be an IPP and the same process we have in place to allow the Union to give feedback on the policy would occur.
3. **Subcontracting**
	* + Sam asked if there are any RFP in place currently that may involve work being done by 1199 members.
		+ Management stated that again their position on this request is that it must come through a public records request. There was discussion between both management and union regarding the information that is being requested and the legal requirements that need to be followed for this information to be released.
		+ Management did note that DAS has a web site that lists the RFPs that have been released, along with a link on Medicaid’s web site listing RFPs specific to Medicaid.

With respect to #6, the second bullet, we would suggest rephrasing to the following: “Management stated that their position is that the union can make public records requests for RFPs and review them for any concerns they may have.”

1. **43.10 Risk Supplement**
	* + Sam discussed Article 43.10 Risk Supplement, stating that the Unions position is that the 1199 Field Staff in Medicaid should be receiving this risk supplement as they travel into situations which may put them at risk. Examples of going into homes with guns out in plain site on the table or working in noted high risk crime areas.
		+ Management indicated that there are steps ODM can take to address certain risks such as safety training. Management does not agree that Article 43.10 as it is written would include ODM field staff traveling into individual’s homes as a risk under this article.
		+ There was discussion between management and union regarding the types of risk field staff feel they are in. Management indicated that they do not feel that these risks have always been brought to their attention in the past. There was discussion whether this is an item for APC agenda as it was discussed at contract negotiations with no change to the language. Union indicated that they would continue to bring to APC situations they feel put the employee in a high risk situation for further discussion.
2. **Dates for APC meetings 2022**

* + - APC dates for 2022 were set as quarterly meetings held on the 2nd Thursday of the month, for April, July, Oct 2022. Tina will send out a hold for this date to the committee. If dates need to be adjusted in the future this can be discussed.