



**State of Ohio Chapter**  
**Agency Professional Committee Meeting**  
**Department of Health**  
**July 20, 2020**

Elaine Stewart, LRO  
Jaime Erickson, HR  
Rebecca Sandholdt, Director

Cathy Mockus, Delegate  
Heather Searfoss, Delegate  
Julie Keegan, Delegate  
Geoff H Davies, 1199 Organizer

**1. Covid Leave - ODH use or non-use of. Concerns. Alternatives or solutions.**

Elaine: when we did review with DAS in April when it came out. We went through all the guideline and agreed that we weren't in same group as other groups. Which excludes us from having to do this. That's not changed. Now we have worked with folks who have had concerns who needed to be off when they need to be off. When the review came the deduction was made not to include this leave. We looked at the ingredients, because that expected of our folks. – a good percentage do work from home, not a whole lot called back in. Are the surveyors back in the facilities, on limited observations. Most of the surveys are being done off site, with exception of limited observation.

*Would going back in change ODH's calculus. Can't say, can just say that as of today this is what I know. Who makes that decision-senior leadership? **We work with DAS too.***

*Cathy: was Dr Acton involved int that decision? Yes.*

*Targeted though, not necessarily everyone. Nurses at the office on the Covid line are concerned. People walking around without masks, questions on cleaning schedule. So, if people are physically going into buildings or whatever they need it.*

*Cathy: I saw the same thing in the building – guards without masks etc. And I called Jaime straight away.*

Cathy: you hit on the head, those on the frontline should be the same across all agencies.

## **2. ODH Job freeze**

- i. What are you doing in all of the areas? If they lift the job freeze people will not be as concerned.
- ii. Concern of layoffs? Any talk?

The executive order made a severe cost saving. There are few exceptions to the freeze, to do specifically with Covid. We have made a few hires in threat area.

Absolutely frozen all other positions.

Grants etc. we have to go by the executive order that says no hiring.

If its critical related to Covid response, then yes.

Jamie: we're in conversations, we don't have unilateral authority to fill, we have to justify other for Covid or that we've pulled an created a deficiency. Those are ongoing. Things are only being approved on a position by position basis. May or may not be program related, funding related, truly case by case.

Wouldn't expect changes in headcount.

HAB specifically – we recede monies from federal for Ohio and provided also to support including positions. That work has to get done. We have folks in our institutions doing that work but no-one at state focusing on that.

Elaine: not sure where that is in priorities. Right now the freeze is what it is.

HAS: those who work on stuff funded by federal dollars,

Jamie: the type of spending and where its coming from is not necessarily stand alone for approval. I wish funding was a stand alone reason but is not the case.

HAS: we were just so excited about getting that money, we'd be bummed to have to send it back.

Elaine: we're aware of it then, we've not been told no yet, but we're advocating. Hear back when? No. We're working it as we go. You are echoing what we are putting forward.

Some do have a match some don't, some lapses and you can reapply but some you cant.

## **3. Vacation expansion**

Does it make any sense – its surveyor specific. Where there are minimum staffing levels.

Yes, we are looking at it. We report to CMS and they drive what and when we do. Not right now this summer no. It may be another discussion at start of federal fiscal year. No more slots for this summer. Looking at fourth quarter. Still limited to 11. We'll see if there are efficiencies from the class plan. Good news is it hasn't gone down.

Cathy: other areas, where minimum staffing levels?

Not heard any issues, its smaller subunits. We don't have centralized system for vacation.

Cathy M – there's no consideration? If working from home?

Elaine: they are working, and a lot being pulled to different assignments. Especially this summer. Being pulled to other areas, e.g. the study. Numbers? Had about 20. But we have other things going on too.

*Call center*

*Limited surveys*

Get more numbers if we can, we just can't do it yet.

Please send Geoff a breakdown of who is where currently.

Volume of Covid line is down? Or is it ramped up again?

Ramped up because people not getting their tests in time. Testing sites are giving the covid line number for test results. They need to communicate better to who they should be calling.

We are trying to mix it up for people, so they don't get as burned out as much.

Yes, call center can be very challenging.

#### **4. Job sharing**

We have several members interested; it has been shot down. It would be two part time positions. Risk with hiring freeze – two FT going PT would we lose a position? What's the agency perspective on this?

Difficult during a hiring freeze. Two head counts for one position. It would be a concern. Is there anything specific you're proposing?

If you have specifics on it. We've not heard anything about a good thing or bad thing, it's really about mention. Not saying it won't. If there's a plan and a good reason. It would depend on the position it was too.

Cathy: I know some are having difficulty with childcare,

#### **5. Class plan changes**

Did this 2.5 years ago. It breaks up the BOSC – field and office bound.

We've sent this to OCB to be sent formally to the Union. No response yet. Starts 30 day clock.

Wanted a convo to have questions and concerns about this change.

Previously had various classification.

Now its Field or Non-Field

We have talked about this prior to Geoff. Been working on it for 2.5 years. We paused. We need to get to a place that make sense for surveyors who work in the field

35 Non-LTC. We haven't operated that way for some time.

Plan is to carve out Surveyors in the field, and whether Hospice, Home health etc. they're still field. We train new people in both LTC and Non-LTC. So, its not going to be that anymore, it'll be Field Surveyors. We'd be able to maneuverer staff back and fore.

There are 12 non-LTC who have taken FMQT who can switch to do LTC. So we have staff to send to LTC.

So does this reclassification mean cross training? PD changes?

Yes, to be more inclusive, wont say **LTC and Non-LTC**. The criteria to be a surveyor or pay won't change, it'll be a change for flexibility.

There is currently a division, because of the training. It takes care to train to be independent for LTC also have to take FMQT test. Non-LTC don't have to.

Jamie: years ago when two sep bureaus there were LTC surveys who would apply for non-LTC, so there are currently cross trained who could perform LTC surveys, they just haven't. Not sure on the numbers now, about 11-12 who can

Mockus: in the pat we had folks who felt they'd be out so long

Rebecca Sandholdt: true, the same is true the other way round.

If we decide we need folks in certain areas we'll make sure they're trained.

*Were not trying to cross train everybody, it would be as we need to. So not going to throw someone out.*

Check out current seniority list for Non-LTC & LTC. Currently 20 Non-LTC.

## **6. OT procedure changes for field surveyors**

Did track changes.

Trying to get at, we are looking at RCF Surveys being opened up to all qualified surveyors. We have two active grievances that they want to be able to vie on anything they are qualified for. This change looks at allowing all available weekend, OT, surveys to be put out and canvassed together. This is something that you guys wanted.

Elaine would ask Amanda Schulte to send us a settlement. It's a response to grievances filed. Also we think it makes sense generally, its time and it makes sense for us. We can make it effective next pay period we just wanted you guys to see it.

Right now only open to RCF and they're the only thing new hire people can do. They can do some complaints not others. So they get first bite of the apple at RCF complaints. Entry level only get them. We want to open it to all surveyors.

We want to because lead to less mandation.

Whether we do it in a settlement or not, not sure it has to be a settlement. One way or the other its going to go out. Would like though since we're doing to settle it.

Negative consequence? No OT assignments really for the entry level people.

Need to have surveyors look at it.

## **7. Working from Home**

We'd like to start a committee on this. The governor is encouraging working from home. Be role models.

- a. Elaine: this is coming from higher than ODH. We're not ready to get to a committee yet. This is very much the beginning of the process. Getting info for the parties. Senior Leadership and DAS driving it.  
Are other agencies surveying also?

Working from home could really increase our talent pool, opening it up to people from other areas because right now it Columbus-ish.

Julie: if we go back what say does ODH have in changes being made physically to government center (owned by Port authority). Etc. 13<sup>th</sup> floor is a public floor. It has adding room too, where people from the building will go. Also using our bathroom.

We're not even close to having those conversations.