

MSUAASF Pre-Meet and Confer
2/19/2021

Present: Tracy Rahim, Lori Wynia, Rachel Tanquist, Kristy Modrow, Jill Quandt, Josh Lease, Jim Anderson, Mandy Weister, Victor Cole, Layne Anderson, Tim Alcorn, Paul Stern, Thomas Boylan, Sami Gabriel, Stephanie Bard

Tracy reviewed the Meet and Confer agenda. Masks and social distancing will still be required for summer/fall, but the distance may be reduced from 6ft to 4ft which may change some classroom capacities. The finer details of the CRSSA funds have not been decided since the new Secretary of Education has not been named. Students are currently going through their consultation process on CRSSA funding. We are still determining if International or DACA students will be eligible for funds. MMB has COVID flexibilities approved through June 2021, extensions will depend on the vaccine rollout.

We will also discuss employee mental health on our campuses. Tracy pulled the mental health survey results and 60.5% of members responded to the survey. 49.8% of members have either experienced or increased mental health symptoms from the start of COVID. 35.7% of survey respondents listed increases in mental health challenges due to work environment and 34.1% of survey respondents listed increased mental health challenges due to workload. The system is promoting EAP, but based on the survey, only 9.5% or 30 members have used it. IFO and MSCF have also surveyed their members, Tracy will ask MAPE if they surveyed their members. Tracy can break our survey data down by campus if we need more specific information. Tom noted that our members are also helping students with their mental health concerns which adds to our own. Josh noted that St. Cloud State has two open mental health provider positions that have been open for awhile. Lori would like to discuss what we will do for additional outreach for our distance adult learners.

We will also discuss the Law Enforcement Education Reform Work Group and MNTC Goal 7 regarding decision making and timelines. Kristy noted that they are currently reviewing the recommendations document and once they are completed with the review the recommendations will then go to the chancellor.

Victor, Tom, Josh, Lori, and Tracy had a meeting about recruitment and retention of diverse employees. We are a union of volunteers, so our bandwidth is limited compared to other unions. During the meeting they discussed what the student diversity profile is compared to employees. They are looking to create a workplan for increasing employee diversity. Josh added the importance of increasing diverse employee retention. Josh noted that the plan originally only looked at teaching faculty and not staff until we raised this concern. Tracy also raised the concern that Mankato is using full search processes to fill positions. Jill raised that fixed-term hires have a significant leg up after a year in the position compared to other applicants so it's important to look at the diversity of our fixed term hires. Jill also noted that we need to look at our minimum qualifications requirements and if they pose an unintended barrier. Tracy asked the group if HR should be a part of this conversation because currently Eric Davis is the only HR representation. The board agreed depending on who the representation is from the system office.

Tracy gave an update on the Board of Trustees Excellence in Service Award. Tracy asked for consistency across bargaining units and our members will now be getting medals similar to other groups. Tracy will bring a list of recommendations to the board at the next meeting.

Last year we contributed \$350 to the Nellie Stone Johnson scholarship. Tracy proposed to increase our contribution to \$500 due to the health of our budget. Josh motioned for the increase, seconded by Victor. The board voted to increase our donation to \$500. Teamsters also contributes significantly to the scholarship and paid for the dinner last year.

Sami shared more information on insurance negotiations. They discussed a salary based premium plan that would require individuals making more to pay more for their premiums. They also discussed a plan for joint replacements that would give reduced rates for certain providers to do joint replacements. Neither are likely to be implemented. The Well Being program will require 300 points for a \$70 reduction in deductible. You can earn 200 points if you get a COVID vaccine and 100 points if you get a flu shot. They're currently requesting for 300 points for people who got COVID. You can go back and self-report to get the points. There will also be a new diabetes management program. So far there is not a full list of 1B vaccination groups, and we are unsure where higher education will fall on the list. Vaccinations will likely move from large vaccination locations to clinics, CVS, Walgreens, etc.

The state budget forecast will be released on Feb. 26th. They are hopeful due to the passage of the federal stimulus bill which puts money back to the state. State revenues are also up since people are not travelling and are spending more money within the state.