



MPEA Executive Board Meeting
Membership Meeting via Teams
September 23, 2021
Noon - 1PM
Meeting Summary

- I. Call meeting to order - Meeting called to order at 12:01
- II. Review of Meeting Rules (see below)
- III. Introduction of Board Members - Reshuffle board Tony Stone to Treasurer and Ann Thelen to Secretary Board working to fill open At-Large Seat
- IV. AWA Update
 - Nov 8th - Department by Department - AWA policy in place city revamping the policy. Meeting discussion topics have varied
 - Kurt - Please make sure to communicate AWA issues to board as they occur.
- V. COVID Testing Update
 - Kurt - Board position is to support mandatory testing. Clear contractual and legal prerogative of Employer. Conversation with other union and labor relations - bargaining the impact. Direction currently if employee refuses to comply with mandatory testing, will get in trouble. Attestation letter to all employees, will ask have you been vaccinated. No documentary no backup, honor system. If no to vaccination, then require testing. If no to testing probably fired. Discharge we cannot do much about, but we are making sure the facts are correct and policy followed. City will run pilot a Conv Center - process to begin at the end of Oct. Dry run procedures and reporting Agents has what will privacy concerns, unions are on same page. Within employer rights rules are clear on and process followed.
 - Q - How city going to check honor system? They're not, no documentation required. But if you get caught lying about a covid vaccination, you're in trouble. Fill out the attestation document truthfully.
 - Note: - Supreme court case 100 years ago laid foundation for allowing employers to force employees to get vaccinated. If refuse to comply with mandatory testing, employer can discipline for insubordination - up to discharge. The mandatory testing requirement reflects public health concerns and city will terminate. Could be compelling reasons - medical, religious - that for not being vaccinated.

- Q - Will work at home employees have to be tested? All city of Minneapolis employees will be required to be tested.
- Q - Mandatory testing - employer outside of work hours? Discussion is during work hours
- Q - testing requirement - expected length of time? We don't know how long or where testing facilities will be.
- Q - What accommodation for religious conflicts? At this point these issues have not been worked through.
- Q - Unvaccinated who is paying cost - Association's position is that the City will be paying for testing. Long term requirement we don't know that we will fight to ensure that our members will not pay cost.
- Q - Why city not requiring proof of vaccination? We don't understand why honor system is ok with the city? Mandatory testing requirement will create huge administrative burden; number of privacy concerns are still unanswered. Honor system makes it easy for city.
- Q - Does have connection to mask requirements? Issue has not come up yet in returning to work or the new normal.
- Q - Will the data collected on those subject to mandatory testing be shared with union? We most likely will have access and will request access. Will need discussion.
- Q - Can employees stay home? If on AWA, you will still need to mandatory testing. Other unions have strong opinion if one then all. The state has a 71-day grace period - unpaid leave to consider whether you want to either get vaccinated or comply with the State's testing requirement. The state holds position open during that grace period. Could move this idea to impact bargaining.
- Note: we are fighting for AWAs
- Note: we have good testing resources, possible test at home. What can the Union do to increase engagement with non-vaccinated members to work on increase MPEA vaccinations.
- Q - Mandatory testing honor system? No good answer to why city is using honor system - we are guessing administrative burden. We recommend answering honestly in the attestation document.
- Q- Possible to get it and spread it why we not taking temperature at building entrances? Temperature testing not an accurate tell-tale symptom for COVID as it was once thought.
- Q - N95 mask purchase for all members? This brings up logistical and financial questions, Board will discuss and consider.
- Q - Does the mandatory testing requirement clarify fully vaccinated and what about booster? Will members have time to complete booster? Discussion are all about full vaccinated and booster have not come up yet.

- Q - AWA many in informal AWA not filled out real city form, has union mentioned to membership about completing prior to return to work? Fill out form (AWA) management fill out form and will determine if the AWA is possible for that position. If union sees unreasonable amount of denials, we will fight this. We will need membership to keep us informed of potential problems/difficulties regarding AWA.
- Q - When does something become HIPA violation? Vaccination status not a HIPA violation. Will check with attorney.
- Note: concern behind requiring vaccination - staffing. The city is being hammered by staffing turnover. - city leaders worried about mass resignations if require Covid vaccinations - worried about keeping city running. If COVID continues will call for re-assessment.
- Q- what happens if 363 strikes and what is our obligation? City employees will have to cross picket line. Public sector law Minnesota requires this. If AFSCME strikes we have to cross their picket line. There are other options that we can do to pressure employer.
- Q - Cars home benefit that is taxable - don't know but unlikely.

VI. Engagement Committee

- 2 Months ago, committee created, and goals are to increase membership and have met to discuss how to Union 101 and other things membership would like to Oct 14th (second Thursday moving forward) get membership looped in
- Get various departments involved to get perspectives from different areas

VII. Adjourn, 1 p.m.

Meeting Rules

*Everyone listen to others when they are speaking
 Everyone's ideas and suggestions are valued
 People don't talk over people when they are talking
 Keep the meeting on track - Respect everyone's time*