**Environmental Health and Safety Labor-Management Group 3.16.21**

Review of Purpose: To fulfill Article 12.1.3 of the MFT Teacher Contract Joint Committee:

1. **Membership**: The Minneapolis Federation of Teachers and the District will establish a joint committee consisting of members of the Minneapolis Federation of Teachers Environmental Health and Safety Committee and representatives from the District’s Office of Environmental Health and Safety, Facilities, Office of Equality and Civil Rights, Operational and Security Services Department, Division of Human Resources, and other groups the committee deems appropriate.
2. **Meetings:** The committee will meet a minimum of three times per year and thereafter as needed. The committee will post the minutes and agenda of all meetings online. (*Plan from 11.20 mtg: to Maggie Sullivan post-approval for website posting*).
3. **Purpose:** The purpose of the committee shall be to cooperatively review statistics of reported complaints and corrective actions taken by the District and solves problems involving but not limited to: (the following grid of 25 areas).

|  |  |  |
| --- | --- | --- |
| Accident and injury reduction | Forklift safety | Pests such as cockroaches, ants, wasps, mice and rats\* |
| Asbestos | Hearing conservation | Playground safety |
| Blood borne pathogens | Indoor air quality | Radon |
| Chemical hygiene | Infectious disease | Recurring Mold\* |
| Chemical sensitivity/allergies | Infectious waste | Respiratory protection |
| Chemical storage | Lead in construction and water | Technology education (ergonomics) |
| Compressed gas | Lockout/tag out | Underground storage tanks |
| Emergency preparedness | Minnesota Right-to-Know |  |
| Employee safety and security | Noxious fumes\* | **\*=** 19-21 contract additions. |

Attendance 3.16.21: see **Bold Face P** for Present before name. Meeting Time: 5:00 pm to 5:50 PM

|  |  |  |
| --- | --- | --- |
| **P** Maggie Sullivan, Senior Human Resources Officer | **P** Rochelle Cox, Assoc Superintendent, Spec Ed | Karen DeVet, Chief Operations Officer- Absent, Chair aware ahead of meeting |
| **P** Alicia Miller, Senior Assoc Labor Relations/Employee Relations | **P** Amber Spaniol, Director Nursing Services | **P** Lee Setter, Manager Environmental Health and Safety |
|  |  |  |

**MFT Teachers Expected**: *See bold face P by name if Present*.

|  |  |  |
| --- | --- | --- |
| **P** Angie McCracken, **CHAIR**, LSN | **P**Mike Leiter, MFT Business Agent | Jane Swatosh, MFT Business Agent, Absent. |
| **P** Beatrice Benda, **Recorder,** LSN | **P** Susan McNaughton, Dowling, Co-Steward | **P** Katy Tharaldson, Hale Art Teacher |
| **P** Paige Whitney, Seward Speech/Lang |  |  |

**Guests of Management:** Cherese Williams, Employee Relations Associate: Malcolm Wells, Employee Relations Associate; Candra Bennett, Executive Director, Human Resources; Montquice McCoy, Director, Office of Ombudsperson

**Guests of Labor**: Greta Callahan, MFT Teacher Chapter President; Cantina Neal: MFT Education Service Professionals 2nd Vice President

**Agenda:** Pre-meeting Homework: Please review the LMC charter from MFT contract here: [19-21 Tentative Agreement link](https://b032da50-820a-4d0a-b981-c6db167b98e1.filesusr.com/ugd/645495_d20e1f6473f6466e88c3b480a40bac9d.pdf) start at bottom of page 5- page 7 (sent by Chair Angie McCracken on 3.9.21, no requested Agenda Items received from Management by the meeting time, including no approval of the minutes, again in contrast with expressed plans during the past meetings).

**Welcome & Intention Review:** Labor reviewed intentions and welcome. Stated again our focus as a Labor Management Committee is our work as Committee on Safe Working Environment with emphasis now on Covid 19 with safer Return to Face-to-Face instruction with students, and Indoor Air Quality. Seeking agreement on data.

**Minutes**: MFT members did not receive planned minute ‘approval’ by Management per group’s expressed plan at 2.21 meeting—MFT wanted to disseminate quickly as discussed in the meeting due to content valuable to membership, so **now inviting Management to take their own minutes**, and post their minutes on the MPS site as planned in November 2020 meeting (Maggie Sullivan offered to work on that at that meeting).

MFT will place make available to their membership as soon as possible, post review by Labor members via email,prior to posting \*on the MFT59.org to prevent this continued delay of information sharing. Note: MFT 59 will not be seen by entire MPS staff, so the MPS site posting remains important, in labor’s opinion.

**MFT ESP Inclusion**: Labor seeks 2-3 ESP (Education Support Professionals) staff as this staff also work closely with students. Labor viewpoint: With their unique Emergency Child Care experience since Spring 2020, they have DEEP understanding of environmental/practical approaches to COVID 19 mitigation strategies, more than the teachers who are just now returning. Maggie Sullivan Management, open to the inclusion, but needs to take back to Employee Relations Team to discuss prior to consenting.

**Labor seeks time line**: Management offered “Next week”, so approximately 3.23.21. Chair Angie will follow-up with Maggie S for this decision prior to Spring Break.

**1st 2 wks of COVID Data reviewed**: Management reviewed the current MPS Dashboard, reflects prior week. 2 wks ago (about 3.2.21) :7 + cases, last week (about 3.11.21) 6+. Now adding building identification on the site.

**Rochelle Cox needs to seek General Counsel** input/review for the privacy component that **Labor is asking for**, citing other districts, even MDH’s present dashboards related to schools.

Greta C, Labor guest, questioned regarding the posted Quarantine #: Rochelle—quarantine includes both out of school or work exposures. (**No timeline identified for this return of information from Management**).

**Social Distancing Concerns from Labor**: High Schools are now with Hybrid model plan; stated concerns that many elementary schools will not have adequate space to follow social distancing guidelines, now that more students are returning. Maggie S stated “different standards for distancing” among older students; working yet on 'capacity issues”. [MDH Safe Learning Plan](file:///C:\Users\beben001\Downloads\03.12.21%20-%20Safe%20Learning%20Plan%20for%20the%202020-21%20School%20Year%20(1).pdf) says 6 ft is (bottom p 11 per recorder) a *recommendation*. Amber S added: “Elementary easier to cohort” than Secondary: 3 ft minimal without the cohorting, **Staff** **always** **need 6 ft** of social distancing unless using plexiglass. MPS will continue to watch enrollment numbers and plan for adequate social distancing.

* Labor asked again about how often families can change their learning plan, thus affecting capacity and potential safety concerns. Maggie S answered vaguely.

**Safety Concerns from Labor**-- Health and Safety of staff and students – Staff need **clear** expectations and **clear** processes, not buried inside multi-paged documents that change intermittently without overt notice. **ACTION:** Teachers and ESPs from MFT have thus instituted Building Safety Committees, to support Staff in buildings:

**A.** When concerns arise, labor asks the concerned member to share their concern with building Administration directly, seek resolution **and** alert their Safety Committee, who then can track patterns and resolution timelines. Labor hopes this will help with problem solving in buildings and distorted understandings among both administrators and staff.

**B**. Not all administrators are collaborative, therefore it is an option to bring concern to their building Safety Committee who then will take to Admin on behalf of the anonymous person. (Some principals have standing meetings set up by preference).

* These processes have started.
* If no resolution at the Building level, Safety Committee can bring to MFT and to this EHS COMMITTEE for resolution. Goal is to better assure we are all upholding the safety plans and reduce chances of viral spread.
* Labor **wants** to stay in school, so want the mitigation plans held **strong** by all-regardless of personal beliefs, and strategies increased if indicated.
* These are not the Building SET (Site Emergency Teams) committee. These new Safety Committees do not include Administration, and the role of these Committees is to communicate with admin about COVID-19 related concerns specifically. Potentially could include the same persons from Labor.
* Labor is thankful for this committee’s presence that was previously negotiated together. It is a place to start & grow in more collaborative ways to benefit all, students, staff and leadership.

**Therefore, Concerns of Buildings Safety Committees at present that remain unresolved include**:

1. **Social Distancing in the Elementaries**: 3 ft minimum is recommended, but some school sites are communicating to families that it not able to be accomplished due to enrollments. This is a FYI for Management.
2. **TABLE USE** in the Elementary classrooms, preventing the desired social distancing. Students are not adequately spaced.

2. **Masks not being worn by adult staff**--- Labor plans to “coach” saying it out loud, up front. But asks this Management group: **Please strengthen the district messaging about masking, except when drinking/eating** (or alone in your area [approx. p 9 Principal’s Handbook](https://docs.google.com/document/d/1-GkyIXZlXyiyd-f9MZy_gIlgzin3qEx3/edit)).

3. **Cleaning Protocols Clarifications sought**—several sites report “fogged” every day, some sites NOT, some have checklist on door, others do not have this list, so the “protocols” vary building to building. Some of the cleaning protocol may have been communicated to teachers, but **now is a good time to reiterate it to all**.

**Labor** thanks MPS’ Environmental Health and Safety Department regarding posting of the [MPS message Video #9](https://facilities.mpls.k12.mn.us/Environmental_Health_Safety.html), found easily on the EHS site, public side. Encouraged more multi-pronged education, with dates, versus the ‘written word’ where nuances are subject to personal interpretation.

**Labor:** Teachers are seeing notable inconsistencies with implementation of the ‘plans’ in buildings. It would be helpful to have a cleaning list posted in each room so they too can KNOW what cleaning has been done and when. Examples of deviance from the listed plan were stated by labor members.

* **Lee S**: **Cleaning**—For questions about custodial concerns, a good resource to this group is Doug Hill (Manager Plant Operations, a Facilities team member). Admitted aware of inconsistency with some custodians, some variation building to building. Building custodians should be wiping high-touch surfaces with disinfectant at LEAST daily. They also fog the classrooms – some sites will fog in the AM and some sites will do this in the PM.
* **Rochelle**: This list has already been made and is called the [*Plant Operations Service Schedule*](https://minneapolispublicschools.sharepoint.com/sites/Operations/Shared%20Documents/Plant%20Operations/Service%20Schedule,%20updated%201.15.2021.pdf)and provided the resource location. At that time – p 49 of the Elementary resource, 2nd resource down on the COVID 19 Resource
* **Labor** recommends **less dense resources** for teachers, one-page references would be appreciated and linked in **multiple search** ways. Continued varied approaches also appreciated for the ability to appeal to all staff’s learning preferences.
* (*Recorder’s notes: This schedule is referenced in both the* ***Elementary In-Person Learning Guidance for Schools*** *document and in the* ***Secondary In-Person Learning Guidance for Schools****. These documents are* ***dynamic*** *and constantly changing. Look in the* ***TABLE of CONTENTS*** *for* ***CUSTODIAL SERVICE LEVEL PROTOCOLS,***

***Elementary****: https://minneapolispublicschools.sharepoint.com/sites/staff/Shared%20Documents/Forms/AllItems.aspx?id=%2Fsites%2Fstaff%2FShared%20Documents%2FCOVID%20Resources%2FInperson%20Learning%2FElementary%5FIn%2Dperson%5FLearning%5FGuidance%5Ffor%5FSchools%2Epdf&parent=%2Fsites%2Fstaff%2FShared%20Documents%2FCOVID%20Resources%2FInperson%20Learning --today 4.16.21 p 39*

***Secondary****: (https://docs.google.com/document/d/1XvSKshJqReMZQ3V23Oac6BEjNLq2C\_u2wQ87Sge5CQ8/edit#heading=h.2mn7vak) (today 4.16.21 p 50)*

* **Lee S: Towels** – MPS EHS is no dictating use of the towels but are available to use with [Bioesque](https://bioesquesolutions.com/botanical-disinfectant-solution/), the district’s approved disinfectant for Covid mitigation, FDA approved. Recommendation for HIGH touch surface areas, food surface safe. Building engineers will not be entering classrooms during school day. Custodians/Building Engineers will address the common areas, hallways, drinking fountains.

**Management Updates**:

* **Maggie S**: Excited with vaccine roll out. Hearing from staff that those who wanted the vaccine has been able to access.
* **Lee S**: More tabletop “shields” are pending, all schools have some, MORE will arrive at end of the month.
* **Rochelle**: Spring celebration guidance: Going out to principals tomorrow 3.17.21.
* **Amber**: Staff have done a good job, overall, learning curves for all.

Meeting ended by 5:50 pm.

*Notes from Recorder: Links, because they involve the MPS Staff Intranet protected documents might not work well, try being in the Staff Intranet or in the MPLS Google Drive when attempting to open the links.*