

**Environmental Health and Safety Labor-Management Group 5.18.21**

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

- a. **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.
- b. **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).*
- c. **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 5.18.21: see **Bold Face P** for Present before name. A= Absent **Meeting Time**

<b>P</b> Maggie Sullivan, Senior Human Resources Officer (“HR”)	<b>P</b> Rochelle Cox, Assoc Superintendent, Spec Ed	<b>P:</b> Karen DeVet, Chief Operations Officer- 525 pm
<b>P</b> Alicia Miller, Senior Assoc Labor Relations/Employee Relations	<b>P</b> Amber Spaniol, Director Nursing Services	<b>P</b> Lee Setter, Manager Environmental Health and Safety

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

<b>P</b> Angie McCracken, <b>CHAIR</b> , LSN Steward, Hiawatha and Howe	<b>A</b> Mike Leiter, MFT Business Agent--	<b>A</b> Susan McNaughton, Dowling, Co-Steward on leave of absence at present.
<b>P</b> Beatrice Benda, <b>Recorder</b> , LSN, Steward, Nonpublic	<b>A</b> Katy Tharaldson, Hale Art Teacher	<b>P</b> Paige Whitney, Seward Speech/Lang

Time Start/End: 5:04 pm to 5:50 pm

**Guests of Management:** Malcolm Wells, Employee Relations Associate. Alicia Miller, Senior Employee Relations Associate.

**Guests of Labor:** None.

**Agenda:**

1. **Contract Alternatives Follow-up.** Maggie S: Conversed with Associate Superintendent Ray, speaking with Opal to assure protocols are followed at Contract Alternatives. Rochelle: Believes the Contract Alternative staff at Contract Alternatives can see MPS intranet, the Return To Learning Plan on the Staff intranet, the document for the Covid Planning and Procedures.

2. **Covid Concerns brought up by the Building MFT Safety Committees**

Paige W reported on Safety Committee Feedback, both from email reports and at a conclave of the representatives from several buildings:

Data:

Jenny Lind: too many + cases and thinking more are undetected. "Seeking dial back"

Folwell: teacher not sure of protocol with + cases, wondering about bussing quarantine processes

LH Upper: Questions also, at what point do we return to DL

**Summary: Desire for more transparency about the transitions.**

Whittier: too full to social distance in classrooms; Some enter building without mask

Roosevelt: masking non-compliance indoors is a concern.

Remains hard to have compliance with District plans when Admin and various teachers do not expect it.

**Safety Committee at sites:** teachers and ESPs see variance in Social distancing, and SOME schools sending - out parent disclaimer, but others are not informing parents (see 4.26, karen's

Laxity about monitoring compliance due to exhaustion of staff.

One school dialed back to Distance Learning due to # of covid cases, All staff contacted seek "Thresholds for Dialing Back" per the public site plan... Labor seeks increased "Transparency" about the processes used to determine. Desire for more information on the Dashboard for MPS...

# per SCHOOL with dates, tabulate # over time.

Threshold attached to the Dashboard so one place to look

**Messaging:** Different at EVERY site—no one is looking at the RTL plan, (nurse at staff mtgs; admin mtgs; videos on Source, living google doc at their one site; )

**Summary:** More consistent messaging on Covid Safety Protocols, Hear it from the District and repeated regularly so not outdated message assumptions by staff.

**MPS KIDS:** desire more clarity too.

**Discussion:** MFT leadership has met with HR and other players. Partnership with MPS Health Dept highlighted.

AS: Reiterated that each + is an individual evaluation, some individual Public Health guidance involved. Hard that CLUB teams, sleepovers also impact the school cases. We react immediately when we know, P. Health asks "Is the transmission happening IN SCHOOL?", which is complicated to answer. Household member positives also account for the school + risk. Staff availability is also a concern. It can look worse with lots in quarantine (seating charts, etc impact these P. Health safety decisions).

Thus "We" cannot tell it is "linked" to the School Building. We want to have all healthy and safe,

ANGIE: the LSNs know there is a clear, concrete process, but the building **STAFF are nervous about the process.**

At next 5.26.21 MFT teacher member meeting, a nurse will co-present to the MFT teacher membership ...to share the process (Liz Zeno, LSN & dept DPF) to fill in some of the gaps, but this is 'late' actually, and will not reach full MPS staff who need it.

MS: After 4.26 mtg, connected with Communications to help with the RTL planning. DASHBOARD: trying to be transparent but wanting to protect privacy as paramount concern.

AS: data can be viewed differently, so hard to interpret the data.

Goal: what is the SCHOOL setting related to the mitigation. NEED good context.

PW: Message back to the committees, function to re-direct to the people/staff...

MS: Masking is going to continue.

RC: Updating when they send out messaging

3. **Educational Support Professionals inclusion in this LMC-**

**Shaun, ESP President has not heard from Maggie as of 5.18.21 per MFT update (see past minutes).**

MS: Plan to re-create separate COVID mtg with the ESPs.

4. **Inconsistencies in building:** Messaging about Bioesque use and Social Distancing (SEA going to Nonpub offered by Ginny Nyhus for example per BB) **Appreciation to Lee S expressed** at his clarity and access for the LSNs

5. **What EHS projects will happen over the summer?**

Lee: Summer planned activities for HVAC projects at Lyndale, North (early stages) Chiller or Air Conditioning at other sites, Fire Alarm systems, Updates to fire systems, Test and Balance the HVAC systems, Bottle Fillers to go into other (lead and Water filters). Still working at filtration upgrades to some buildings.

Karen: messaging to stewards via principals that will start on /around June 17<sup>th</sup>.

6. **2021-2022 plan for COVID?** May we meet in mid-August to make sure there is employee input?

MS: agrees. Should have the newest orders from MDH and Gov, etc.

DATE: District hopes for day mtg in August.

7. **Summer School Mitigation Planning** (Amie Fearing).

RC: Karen has done a great job, started a populating a document already—Waiting on MDE Friday communication so still pending about summer guidance. Will seek guidance from Regional Support teams as well. Karen: Awaiting on MDE, aware of the length of the RTL plans, with bookmarks. At a base, needs to **reflect the Covid Prep plan while awaiting masking etc plans**, Unsure if contact tracing parts will stay in place.

**(post meeting idea: Cross reference in INDEX to aid staff finding new info-bb)**

8. **Planning for future to go through Lead/Asbestos/Radon/Mold reports.** MS: this group has not met for years.

Process in the contract how concerns are elevated (?) . LEE: safety committee, driven by worker safety... injury, hazard reporting. Opportunity to identify .... (asbestos, radon report Karen: Good description of the work place or work place, causal analysis--- Lead, water, asbestos, radon,: DETECTION programming in place, then short term (LTF funding--- flushing is acceptable...But to correct the lead issue--- longer term capital project.)

Physical .... what mitigation...

**Radon:** Lee S: Set Regulations requires the report format, **PARENT accessible** (staff—standard operating procedures).

Karen: Posted at the schools

Lee: New reports go to Principal, senior engineer, and assoc superintendent (etc, not exhaustive list) and request to SHARE with the school committee.

Angie, as a PARENT in the district has looked up Lead and radon ...Gym is an area of concern \*Thinks spread sheet for TRACKING may help this committee... (*recorder did not follow this fast conversation ...*)

BOARD : Lee has an OPERATIONS safety Committee:

MS: Operations team --

Contract about updating language of the CHARGE of this committee (add health permanently).

We will be having our EHS meetings at 5pm every THIRD Tuesday moving forward. Please let Angie McCracken know if you no longer want to be on this team. Angie is willing to work on projects during the summer;

Agenda for (this meeting is TBA) Aug 2021:

1. Discuss concerns/plans on reopening K-5
2. Forward plan for future.
3. August Planning meeting with this EHS group to review opening plans (see above MS statement #6.)

NOT Reviewed By Team/Management 5/2021