

**From:** Jake Metcalfe JakeM@afscmelocal52.org  
**Subject:** FW: LMC on COVID related issues  
**Date:** September 21, 2020 at 9:39 AM  
**To:** ASEA Business Agents BusinessAgents@afscmelocal52.org  
**Cc:** Norma Jones NormaJ@afscmelocal52.org



All:

Many of you have already expressed interest in attending this meeting. As an optimist, I'm hoping at the meeting we get some answers to unanswered questions. I'm also hoping that we reach agreement, or get information on issues that at least make work life for our members less stressful. However, as a realist, I'm not expecting much but go into this with the thought that a conversation is a start.

This meeting is scheduled for 3 hours tomorrow, from 1 to 4pm. The format and agenda are below. If you have not already told me you want to attend, please let me know you want to attend and I will pass that on to Chad and have him send you a TEAMS invite.

Please review the list of agenda items below. If you have other issues you want added to the list let me know, with the understanding that we may not get through the list in this meeting. Finally, I'll be the chief spokesperson during the meeting. If you have questions during the meeting, please text them to me. If an issue comes up that you believe warrants a caucus, let me know and I'll consider asking for an at ease.

Please let me know if you will attend and if have any questions.

Jake

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**From:** Mertl-Posthumus, Benthe (DOA) <benthe@alaska.gov>  
**Sent:** Friday, September 18, 2020 12:47 PM  
**To:** Jake Metcalfe <JakeM@afscmelocal52.org>; Penner, Brian (DOA sponsored) <bpenner@apea-aft.org>; Jordan Adams <jordan@local71.com>  
**Cc:** King, Kimberley C (HSS) <kimberley.king@alaska.gov>; Bolduc, Chad M (HSS) <chad.bolduc@alaska.gov>; Sheehan, Kate E (DOA) <kate.sheehan@alaska.gov>  
**Subject:** RE: LMC on COVID related issues

Hopefully everybody has received the invitation from Chad. I wanted to circle back on the agenda to make sure everybody has had a chance to look at it and add to it. The state has nothing to add at this time.

I also wanted to try to get a consensus on the meeting itself. It is not unusual to establish ground rules for LMCs, but perhaps we can simply agree on some standard protocol for the meetings before the meeting starts, so we can spend as much time as possible discussing the issues on the agenda.

I think it would be beneficial to all to have a written record of the meeting. It is important that the LMC is an environment where people can speak freely to aide a uninhibited exchange of dialogue. With that, I think it is essential we all agree that written records are not introduced into any grievance or arbitration. I believe it would be equally beneficial to have a joint written record. Perhaps somebody can volunteer either themselves or another attendee to take notes, and we can share it afterwards for approval, and if

desired it can be posted, for examples on a bulletin board, so even those that cannot attend can see it. Please let me know your thoughts, and hopefully somebody is willing to nominate somebody to take notes. In addition, it would be great if there could be an official attendance list. Please let me know if you are interested for you or your group to take on this task.

I look forward to your response and hope that we can provide a cooperative environment in which we can discuss the issues identified on the agenda bellow. It would be great if you could let me know who you expect to have in attendance. This will greatly help to identify and recognize who is speaking, especially for the brave person who is taking notes.

Enjoy your weekend!  
Benthe

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**From:** Mertl-Posthumus, Benthe (DOA)  
**Sent:** Tuesday, September 15, 2020 3:31 PM  
**To:** Jake Metcalfe <[JakeM@afscmelocal52.org](mailto:JakeM@afscmelocal52.org)>; Penner, Brian (DOA sponsored) <[bpenner@apea-aft.org](mailto:bpenner@apea-aft.org)>; Jordan Adams <[jordan@local71.com](mailto:jordan@local71.com)>  
**Cc:** King, Kimberley C (HSS) <[kimberley.king@alaska.gov](mailto:kimberley.king@alaska.gov)>; Bolduc, Chad M (HSS) <[chad.bolduc@alaska.gov](mailto:chad.bolduc@alaska.gov)>; Sheehan, Kate E (DOA) <[kate.sheehan@alaska.gov](mailto:kate.sheehan@alaska.gov)>  
**Subject:** RE: LMC on COVID related issues

Thank you Jake. We have heard from APEA as well. Please look at for an invite from Chad via webex. We are trying to make it happen next week.  
Benthe

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**From:** Jake Metcalfe <[JakeM@afscmelocal52.org](mailto:JakeM@afscmelocal52.org)>  
**Sent:** Tuesday, September 15, 2020 11:01 AM  
**To:** Mertl-Posthumus, Benthe (DOA) <[benthe@alaska.gov](mailto:benthe@alaska.gov)>; Penner, Brian (DOA sponsored) <[bpenner@apea-aft.org](mailto:bpenner@apea-aft.org)>; Jordan Adams <[jordan@local71.com](mailto:jordan@local71.com)>  
**Cc:** King, Kimberley C (HSS) <[kimberley.king@alaska.gov](mailto:kimberley.king@alaska.gov)>; Bolduc, Chad M (HSS) <[chad.bolduc@alaska.gov](mailto:chad.bolduc@alaska.gov)>; Sheehan, Kate E (DOA) <[kate.sheehan@alaska.gov](mailto:kate.sheehan@alaska.gov)>  
**Subject:** RE: LMC on COVID related issues

Hi Benthe:

Starting next week, ASEA is open to meeting any time. Please let me know what works for you.

Thanks,

Jake

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**From:** Mertl-Posthumus, Benthe (DOA) <[benthe@alaska.gov](mailto:benthe@alaska.gov)>  
**Sent:** Friday, September 11, 2020 12:11 PM  
**To:** Jake Metcalfe <[JakeM@afscmelocal52.org](mailto:JakeM@afscmelocal52.org)>; Penner, Brian (DOA sponsored) <[bpenner@apea-aft.org](mailto:bpenner@apea-aft.org)>; Jordan Adams <[jordan@local71.com](mailto:jordan@local71.com)>  
**Cc:** King, Kimberley C (HSS) <[kimberley.king@alaska.gov](mailto:kimberley.king@alaska.gov)>; Bolduc, Chad M (HSS)

King, Kimberley C (HSS) <[kimberley.king@alaska.gov](mailto:kimberley.king@alaska.gov)>; Bolduc, Chad M (HSS) <[chad.bolduc@alaska.gov](mailto:chad.bolduc@alaska.gov)>; Sheehan, Kate E (DOA) <[kate.sheehan@alaska.gov](mailto:kate.sheehan@alaska.gov)>  
**Subject:** RE: LMC on COVID related issues

As an update, I have the draft policy for DJJ attached as well. It is not fully final yet, but it may help with discussions and will give you a perspective on what the Division is working on.

Thank you,  
Benthe

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**From:** Mertl-Posthumus, Benthe (DOA)  
**Sent:** Friday, September 11, 2020 10:43 AM  
**To:** Jake Metcalfe <[JakeM@afscmelocal52.org](mailto:JakeM@afscmelocal52.org)>; Penner, Brian (DOA sponsored) <[bpenner@apea-aft.org](mailto:bpenner@apea-aft.org)>; Jordan Adams <[jordan@local71.com](mailto:jordan@local71.com)>  
**Cc:** King, Kimberley C (HSS) <[kimberley.king@alaska.gov](mailto:kimberley.king@alaska.gov)>; Bolduc, Chad M (HSS) <[chad.bolduc@alaska.gov](mailto:chad.bolduc@alaska.gov)>; Sheehan, Kate E (DOA) <[kate.sheehan@alaska.gov](mailto:kate.sheehan@alaska.gov)>  
**Subject:** LMC on COVID related issues

Good morning Jake, Brian and Jordan,

I hope everybody had a great Labor Day weekend and enjoyed the outdoors. I have been asked to reach out to you to schedule a Labor Management Committee on COVID related issue. Specifically, issues at DJJ and OCS relating to their recent testing and COVID testing/screening policies, and implementation of these policies. DJJ is working on a testing policy and I have attached OCS' policy for reference. In an effort to have these LMC's run as smooth as possible and to allow everybody to have their items addressed, I would like to have clear agenda for the meetings. I understand that ASEA has put forth a list of agenda items:

- o Test results
- o Access to testing and testing requirements
- o Requiring employees to return to work after getting tested
- o Availability of PPE and Supplies
- o Employees are ordered to reuse PPE (and contaminated PPE)
- o Safe working conditions – when returning to work
- o Facilities being cleaned when there is a positive test
- o Air filtration and facility qualities
- o Members who are teleworking and using personal devices
- o Travel quarantining – leave limitations
- o Leave for homeschooling – inconsistent information
- o COVID Leave and essential workers
- o Outsourcing work related to COVID

If anybody would like to add something to these items, please respond to this email, and I can assess if this LMC is the best place to address this. It is likely an ambitious list for one meeting, and it would be great if we could prioritize these issues.

We are planning on setting up the meeting using WebEx, let me know if that is a problem. Furthermore, I would greatly appreciate a list of attendees a day before our meeting. On the State's side we will have Director Norberg, Director Dompeling, Kimberley King, Chad Bolduc and myself

Benke and my son.

Thank you,  
Benthe