

# OMH Multi-Union Health & Safety Committee Meeting

## ZOOM – hosted by PEF, and in-person PEF H.Q. Conference Room D

**June 22, 2022**

10:00 AM to 12:30 PM (and follow up call 6/24/2023)

PEF Attendees: Darlene Williams, Geraldine Stella, Fred Bulmer, Gina Corona, Wanda Bates, Carl Ankrah

CSEA Attendees: Mark Stipano, Rob Scholz, Lovette Mootry

NYSCOPBA: Doug Trotter, John Harmon, Kristin Romano

OMH: Mike Izzano, Lillie Johnson, Amber Hotaling, Maxine Smalling, Lynn Heath, Gerard DeCusatis, Julie Burton, Tim Lamitie, Christina Calderwood, Marshall Vitale, Jodie Riley, Christina Calderwood

June 24, 2022 VIA ZOOM -

PEF Attendees: Darlene Williams, Geraldine Stella

CSEA: Mark Stipano

NYSCOPBA: Kristin Romano

OMH: Mike Izzano

**A. Committee Operations: 15 minutes**

1. Prioritizing the Meeting

a. NEW: each agenda topic has an estimated time for discussion noted

➤ *Unions and management agreed that this works well – continue at future meetings.*

b. Problems with scheduling

➤ *OMH suggestion - pick a date, and don't get off the call until everyone has looked at their calendars and agree or use schedule assistant, ex doodle poll*

➤ *PEF - We should pick the dates now, and can look at doodle poll for future dates lets commit to our last two meetings.*

➤ *OMH – will have new people on management side coming in.*

▪ Meet at least quarterly

▪ Schedule meetings in advance and commit to them

➤ *Unions/OMH agreed to December 9<sup>th</sup> am meeting (9/26 as backup date). Will set meetings for the year at the December meeting*

2. Minutes

a. Review and sign-off

➤ *GS - MI sent over October 2021 and agreed will add signature line by 7/8 .*

**Action Item \* MI- December minutes are still under review, will turn around in 2 weeks to you July 8th, with comments**

➤ *OMH - Suggested E-Signature PEF.OMH, CSEA, NYSCOPA for E signature- NYSCOPA will send back to everyone*

**B. Workplace Violence 60 minutes**

1. Statewide and Local WV committees

a. Management commitment to the process

➤ *GS-We want to make sure management is committed to the process.*

b. Informing facilities of contractual requirements for committees

- DW – local meetings were done for at time through local committees. Our poll showed only 1 committee was meeting. so, no WV committees were meeting either.
- MI – confused – are we talking about local H&S or WV meetings
- JB – they know that each facility is meeting. sometimes it can be through other committees. Labor involvement may not be what it should be
- DW – asked for minutes of those meetings for Local H&S comm mtgs and WVPC
- OMH provided copies of the OMH WVP Policy/Program and the Policy Statement to the 6/21/2022 email

**Action Item\* Julie – will poll the facilities – are teams meeting, who goes to the meetings, how often do they meet and when was last meeting-**

- There was discussion around the types of meetings that facilities hold, and that while informative, they are not the same as the committees required by the Union contracts and the Workplace Violence Prevention standard..
- LH – issues end up being fragmented if WV or EOC. Some labor reps do not speak at the meetings
- High level meeting at PEF (DW, RDA, WS, CL and Lynn, Moira etc) - asked for more frequent meetings at high level where everything will be discussed including H&S. is that your understanding?
- DW – those meetings are important, so we can better communicate at the table. That does not take the place of this meeting.
- GS – clarified how WV and H&S may overlap. Need to know where we are.
- MS – Lovette said the meetings are happening at Buffalo
- MI – what did the meeting mean for local vs agency level meetings
- LH – PEF asked for monthly LM meetings where both LM and H&S / WV will be addressed. SW committee would continue to meet quarterly. That would meet the contractual requirements.
- DW – that was not her understanding of the agreement. We addressed issues of communication between the parties but did not agree to not meet on H&S
- GC – it was offered by OMH based on other agreements they have with other unions.
- LH – we agreed but it was PEF's offer to do – Chris Leo offered similar to what DOCCS does.
- DW – does not agree. President Spence wanted to make sure all facilities meet monthly like DOCCS – but not in place of H&S.
- GS – we need to table this and have PEF and OMH get back together to clarify.
- **Tabled - PEF will get back to LH and MI on when to talk about what the actual agreement was at the meeting.**

c. Responding to requests for establishing local committees

2. WV REPORTS AND DATA REVIEW

a. Review facility data

- i break down by region?
- ii Sample reports?
- GS -WPV break down facility by region and what the numbers show us
- Julie- We do not collect that, happens at facility on a local level, which may or not be happening per Darlene, we did send a sample report-
- Lynn- Activity happens on local levels, and we are getting mixed information. Gina said she has been to many meetings, which says these meetings are happening, so we are getting mixed information

- GC- Mitigate my words, you said we are being told they are happening and that is a truth, we should be working towards a better tomorrow. But they are not in the spirit of why we have the contract, which is a critical piece. your employee has a 7-minute meeting on WPV at a committee meeting

b. Review of SH900 CSEA analysis

- Mark- At last committee meeting in Decembers I had the Data for 2021- nothing yet for 2022 yet, looking for that. Will be looking at the data I have and look at what we are missing, SH900 specifically.
- MI-any update on partnership training?

3. latest version of WVP Policy and Program, and related documents (reporting forms)

- GS- we are looking at getting these, summaries so we can get a sense of what is happening in facilities
- Lillie- Did a program on respect and had 4 classes last week with all levels of staff, we want to do pilot it for central office and invite 2 people in each union to attend in Albany. We are working on dates and value your feedback.
- Lynn- PEF brought bullying issues to us in March and we came up with this approach.
- Doug T- Did that originate because of issues at Rochester Psych Center? All unions came together to update their policy on bullying and management said they are coming up with one.
- Lynn – Yes and we need a statewide policy and not 20 separate ones
- DW- We need to address ROC Psych. Center a lot of issues, staff members are feeling disrespected and that is all 3 unions. I would like to include PEF VP Randi into the conversation.
- Lynn- Management changes and are committed to creating a respectful work environment and everyone is included
- Doug- Policy put out on the SW policy, so everyone knows how it goes through the chain etc.
- DW-We can circle back in September, and I will have VP Randi DiAntonio, and others spearheading the respect policy and ensure they are happening and working.
- Lynn- we are not implementing it until we have suggestions from union, it is not in place yet. We are still collaborating on it; you have a copy and we welcome your input
- MS- CSEA we have not seen the document yet
- Lynn- they have been sent

4. **Risk Assessments** \*~~Reviewed data request listed below at the follow up meeting on Friday 6/24/22~~

- a. List of RAs and when they were done for each facility
- b. List of Union and management representatives who conducted each RA
- c. RA reports - sample:
  - i Central Office
  - ii Select Facilities:
    - a. Bronx PC
    - b. Bedford Hills CBO
    - c. CDPC
    - d. CNY PC
    - e. Elmira PC
    - f. Hutchings Children’s and Adult

- g. Rockland PC
- h. South Beach PC

- Julie- We have the annual training that have RA results for each facility that we can share with you-
- Lillie- Utica and St Lawrence Central PC. Have not been submitted down. We have PDF for all others, it does have list (chart) and what was identified – will send Dropbox

**Action Item \*Lillie will send over in Dropbox-to Union reps**

**5. Bullying\* OMH requested this to be separate agenda item and not under WPV**

- a. Bullying memorandum sent out on Respectful Workplace Efforts (RWE)
  - i Respectful Workplace Efforts (RWE) training – OMH draft program
    - a. Report out by PEF SW LM Chair Gina Corona and CSEA LP Lovette Mootry on the OMH draft program
- b. Retaliation for involvement in H&S efforts/ union activities
  - i Issue was raised at LM. Not clear on management’s response is to the issue - what do they intend to do?
  - ii Creedmoore, NYSPI, many others

6/24/2022 Follow Up Call

**6. Facility WV program survey: We neglected to discuss Julie’s survey for the facilities on Workplace Violence Committee Meetings. We are asking for:**

- a. List of committees by location
- b. List of committee members – indicate if they labor or management representatives
- c. When are they meeting/ how often
- d. Are all members participating in the meeting
- e. Date of last meeting
- f. Please provide minutes from those meetings
- g. Is live component for Annual WVP Training being done again, and where? (was suspended during pandemic)
  - i Status of WVP Training by Facility list was provided in the Dropbox – the chart includes SMLS training but not live component for site specific questions. The chart notes the date “Date mass enrolled in SLMS” – it is not clear if date taken for SMLS is tracked/confirmed or if/when the site specific module has been taken.
  - ii What follow up is done for the missing facilities

**7. WV data request:**

- a. OMH sent us OMH Workplace Violence Prevention Program Directive, Section # OM-200, dated 2/25/2013, and the WVP-R1 (Revised 8/2017)
  - i Is this the most up-to-date version of the Directive?
  - ii Is this the latest revision of the WVP-R1?
  - iii Changes were made to the WVP-R1 in 2017 - but not to the OM-200 WVPP Directive?
- b. What Reporting Forms are used to report Workplace Violence? Do they vary by facility?
  - i OMH policy states that each work site shall implement reporting systems but does not reference Form WVP-R1 (which was provided by OMH for the 6/22/22 meeting).
    - a. Is Form WVP-R1 being used by each facility?
  - ii Is it filled out manually or electronically?
- c. WV summary reports for calendar year 2021 and for 2022 year to date
  - i OMH to supply a summary of the WVP- R1 reports for the sample facilities
    - a. What will that include?
- d. Facilities for sample Risk Assessments - from 6/22/22 meeting agenda item B.4

- a. Central Office
- b. Select Facilities:
  - i. Bronx PC and Children's
  - ii. Bedford Hills CBO
  - iii. CDPC
  - iv. CNY PC
  - v. Elmira PC
  - vi. Hutchings Children's and Adult
  - vii. Rockland PC and Children's
  - viii. South Beach PC

8. **Other WV Program questions:**

- a. Who is responsible for tracking WV program information?
  - i. The OM-200 WVPP Directive references an Agency Workplace Violence Prevention Liaison and Facility Workplace Violence Prevention Liaisons – who are they? Provide a list.
- b. How and what are they tracking from C.O. for the statewide WVP Program elements?
  - i. Committee (members/affiliations and meetings)
  - ii. Risk Assessments
  - iii. Training
  - iv. WV reporting summaries
  - v. Recommendations made and actions taken

C. **COVID-19**

**10 minutes**

1. **Data (Rates by work location for patient and staff – COVID+, PUI, Quarantine)**

*Action Item \*MI- following up with IT – will have a rep on Friday 6/24 call*

➤ *6/24 Meeting- MI Will get Denise Green (data person) to call GS to cover data stats are needed for COVID info*

- a. Follow up on the COVID data OMH committed to at the last meeting
  - i. October 1 – December 15, 2021, data
  - ii. Summarize data like format on OMH website - broken out into monthly intervals
- b. Reference - OMH Daily CV-19 public report ("*Provides data on infections and confirmed deaths caused by COVID-19 virus among the patients, clients, and staffs of our psychiatric centers*") on the OMH guidance page <https://omh.ny.gov/omhweb/guidance/> does not show archived data
  - i. <https://apps.omh.ny.gov/omhweb/covid/docs/cv-19-data.pdf>
- c.

2. **Combination Vaccinations – estimated out in Fall 2022**

- a. Will those be offered?

• **06/24/2022 MEETING: COVID data –**

- For October 1 2021– to June 30, 2022
- Have in sortable electronic format
- Monthly data would be preferable instead of Daily Reporting
- Use the current data sets included in the daily data report on OMH website
  - 1. Facility
  - 2. Patient Census

3. Patients Currently Confirmed Active
4. Patients Currently Confirmed Active Added Since Yesterday
  - If using different date groupings, use "Since Prior Month"
5. Cumulative Patient Census Since March 2020
6. Cumulative Patients with Confirmed COVID-19 Since March 2020
7. Cumulative Patients Deceased due to Confirmed COVID-19 Since March 2020
8. Total Number of Staff Assigned
9. Staff Currently Confirmed Active
10. Staff Currently Confirmed Active Added Since Yesterday
  - If using different date groupings, use "Since Prior Month"
11. Cumulative Staff with Confirmed COVID-19 Since March 2020
12. Cumulative Staff Deceased due to Confirmed COVID-19 Since March 2020

**D. Training Concerns 30 minutes**

1. PMCS Coaches to go over skills required for responding to WV incidents

- Lillie- We do have Coach list, PMCS is going away and replaced IC, long process. Central Office and Coaches informed of changes.
- Lynn- It was just reorganized - same program
- Lillie- Reviewed PP of program- Therapeutic Relationship and Universal Safety Training basics

**Action Item- \*Lillie- will put it all in drobox to all Unions, will do so this week (power point that was presented). Will also provide list of facilities that do not have Coaches**

- a. PMCS is not in-person
- b. Lost some Coaches – who were not replaced
- c. Need management buy-in on Facility level. New facilitators do not understand the importance of freeing people up to do the work.
- d. How are they tracking the training? Who is given the information? How is chain of command making sure the training is happening?
- e. Core training, training to maintain level of competency, post-incident reviews (what went right/wrong) need to be done
  - i Some staff have not received refresher training in many years
  - ii COVID stopped hands on training
- f. PMCS Coaching
  - i To review tactics with employees
  - ii To guide patients and staff through procedures
  - iii To keep patients and staff are safe
  - iv To coach those hired during COVID who did not have hands-on training
  - v Should be around on a regular basis so staff and patients are used to seeing real world practices and not "performing" for coaches
- g. How many PMCS coaches do they have and where are they located?
- h. Follow up on the 2019 PMCS survey
  - i Did they put the survey out and what was their response??

- Survey- Piloting at ROC PC, responses in Jan/Feb 2020. Do have pilot survey and summed up, do not get enough time to practice, leadership does not support it. Etc. As facility come online and survey one at a time.
- DW- Take suggestions 2020, from ROC PSY center, look at them and put into new program?
- Lillie- biggest take aways, were implementation and leadership support. PMCS will now be TRUST training

**Action Item- \*Lillie will put list of TRUST trainings in drop box as well**

**E. Security Response to Codes - policy on security response to the codes 10 minutes**

**1. Follow up /report back on 12/21 discussion – (KEEP ON AGENDA)**

**2. Safety Officers-**

- a. Process was if there was a code they would not respond to the unit – staff would respond to the unit – raised at last meeting.
- b. Action items were for NYSCOPBA and OMH to sit down and doing a deep dive into the issues to prepare for how to respond. A meeting was not held.
- c. Discussion needs to include NYSCOPBA, PEF, CSEA. Whatever they decide for NYSCOPBA impacts the other unions.

- *MI- OMH – we took look at what are the expectations and we re-aligned, formed leadership work group, some of the workgroup is on this ZOOM. We are getting all ducks in row, engage with you all Workgroup- Lynn is representing HR, Lillie training etc. I have routine conversations with John and am clear what his expectations are, I think once we have our position finalized and signed off and I know where we stand and we can share with entire committee- I am not part of committee, so I am not comfortable giving a date on when we can share.*
- *Lynn- Incident policies are being reviewed, quality management, HR, safety, and security. Quality management has lead, but progress is being made.*

**F. Injury and Illness Data: 10 minutes**

**1. Info should be sent to the unions on a quarterly basis**

- a. Should be sent automatically - at least 3 weeks prior to the meeting
  - i Last data received in December of 2021 was for 2020
  - ii Requesting data for all of 2021 and the first quarter of 2022
- b. SH900s and OIRS data in a format that can be filtered and analyzed

- *Unions/OMH discussed data analysis plans*

**G. PESH inspections: 5 minutes**

1. Report out on any new PESH complaints or inspections since the last committee meeting
2. Status of previously reported items

- *Unions reviewed info provided by OMH by email 6/21/2022 – with attachments of citations*
- *GBHC: 3.3.22 Complaints of lead paint and sewage leak. Inspector informed there would be no violations.*
  - *CDPC: 3.22.22 – unannounced visit had to do with an allegation that CDPC was not providing PPE/PPE fit testing and that we refused to open a separate unit for COVID positive patients. We have not had the final conference on that one yet and so have not received citations.*
  - *CDPC: 4.14.22 – unannounced visit resulted citations (attachment Item G PESH.pdf). We are working on completing the work related to the citations asap and in line with the abatement dates.*

**H. Emerging Infectious Diseases – how is OMH preparing for new pathogens? 5 minutes**

1. *Monkey Pox - OMH sent response by email 6/21/2022 with attachment:*

- a. *Monkey Pox is not a new pathogen – it's a known virus with known treatment & vaccine. The new element is that there are cases where it isn't typically seen. The WHO and the CDC do not expect this to be a pandemic because transmission requires very close contact. Our Medical Director has kept our medical staff apprised of the current situation including what symptoms to watch for. Exposed patients to Monkeypox can be treated with existing vaccine. If we have suspicion of any cases, we will isolate the patient and contact DOH. Regarding preparation for new pathogens, we will continue to follow our communicable disease plan (See attachment omh-coop-communicable-disease.pdf).*

**I. Wrap Up 5 minutes**


- Reviewed Action items from 12-16 -2021

**J. Next Meeting Dates \***

- Unions OMH agreed meet in person and ZOOM for those who cannot attend in person
  1. 9/26/22
  2. 12/9

Minutes Approved and accepted by OMH Multi-Union H&S Committee Co-Chairs for:

OMH

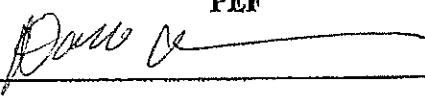


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Bryce Therrien

Date 1/11/2023

PEF




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Darlene Williams

Date 3/10/23

CSEA




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Lovette Mootry

Date \_\_\_\_\_

NYSCOPBA



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Kristin Romano

Date 3/6/23