

## **WFSE DCYF Policy Committee: Special Committee on Workload**

**September 27, 2025 | 9:30 AM | Zoom**

Present: Reef Landrum (Chair), Shauna Lowery (Chair), Jeanette Obelcz (Vice-Chair), Erin Mulka, Leroy Mann, Robert Geier

### Minutes

Everyone has already reviewed minutes from 09/10/2025. No objections or further edits. They are posted on Facebook and the website.

### Check-Ins

#### **Social media campaign, shaming/workload study legislation:**

The focus on social media should be on sharing and getting attention, both internally to WFSE/DCYF and externally with others. No changes to tagging guidelines.

- Jeanette: Continue making regular posts. Include a call-to-action requesting that others share/spread these posts as well.
- Reef: Include details and instructions for this action in the next Policy Committee email update and on the website.

#### **SHPC series pay adjustment:**

- Reef: Include bargaining proposals in the next email update and add a page to the website; highlight this one.

#### **Article 36.7/prioritization campaign**

#### *UMCC Outreach*

Shauna has started outreach to identify UMCC points of contact. Contacts have been identified for Child Welfare Regions 1, 2, and 4, and for PPS. Contacts are still needed for CW Regions 3, 5, and 6, and Licensing Division. Several options for follow-up were discussed.

- Shauna: Continue outreach to identify the remaining UMCC contacts.

#### *Email Template*

No updates on the email template yet from Erin and Reef. Reef thinks it might be best to start with some of the other materials first.

- Reef and Erin: Continue work as other materials allow.
- Reef: Create a Google doc for this.

### *Outline of Campaign and Actions, Educational Materials*

There are reports that more than one region's leadership is refusing to set priorities for workers or otherwise provide guidance. The emphasis needs to be that this isn't something workers have to figure out on their own, but that leadership needs to take some responsibility.

These materials should also outline how supervisors, AAs, and above can effectively prioritize and participate in this action, but with the note that AAs and up aren't protected by the contract if doing so.

- Reef: Continue working on this, and create a Google doc so others can help/edit.

### *Survey/Form*

This is still needed.

- Reef: Work on a draft Google form.

### *Contact Council Representatives*

There were some availability issues so far.

- Jeanette: Talk with reps at Convention.

### *Campaign Themes, Graphics, and Materials*

There are several slogans or themes that could work or be reused here, although some might be better reserved until the legislative session starts.

Some options:

- Workload overload
- Safe staffing saves lives (reuse)
- Respect us, protect us, pay us (reuse)
- What's the priority? (reuse)
- Unfunded mandates kill (or harm lives)
- Mandates without means cost lives
- Empty chairs (reuse)

We should bring actual numbers into the legislative session, including fatality reviews citing 1227 or related issues. We should bring graphics and clear visualizations to give to legislators. Interpreting data without DCYF bias may be worth exploring.

We shouldn't avoid recognizing that the bills legislators pass (or don't pass) lead to child deaths and injuries. This is a serious, life-and-death topic, and we need to be clear about that with our actions and in this legislative session, even if it's hard for some people to hear.

Materials for the campaign could include signs, a fillable "my caseload" placard, and flyers explaining the action.

- Reef: Send over a placard example.
- Allison, Cassandra, and Phill: Work on campaign graphics with a goal to have them ready by 11/01.

### New Business

#### **DCYF Oversight Board**

We should also bring workers' voices to the DCYF oversight board. They reportedly want to talk to actual workers but don't get that chance very often. The next meetings are 10/29 from 9 a.m. – 5 p.m., and 11/20 from 9 a.m. – 1 p.m.

We can prepare a letter from our committee/subcommittee to be read at the oversight board. This can highlight the need to bring in more voices of actual workers, since DCYF leadership has a history of sharing misleading information.

- Shauna: Work on the letter with a goal of having it ready by 10/29. A Google doc might be an option.

We could also help members attend in-person, which might allow for more contact with members of the committee. Workers would have to take the day off work. Depending on the meeting's timing, funding could potentially come from WFSE or from a local. Anyone planning to go with WFSE/local funding would have to provide verbal/personal confirmation that they have the day off and are definitely going to this. A request for interested members could be sent out in the next Policy Committee update email and on Facebook. A reasonable goal might be 5-10 WFSE members in attendance.

- Shauna and Jeanette: Reach out about if this is a good option and, if so, how we can be most effective.
- Jeanette: Look into funding options for the 10/29 meeting, including possible Local 889 funding.

#### **Logistics/Administration**

There are a lot of documents and items to work on and keep track of.

- Reef: Create a folder on the Policy Committee Google Drive for these items.

**Closing**

No further topics or discussion. Meeting adjourned.