

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

**November 12, 2025 | 7:00 PM | Zoom**

Present: Reef Landrum (Chair), Erin Mulka, Cassandra Schinto, Allison Rogers, Leroy Mann, Robert Geier

### Minutes

No changes.

### Check-Ins

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

Continue social media action. Posts are needed for this week.

- Jeanette: Continue making regular posts.
- Group text members: Work on memes and other items for social media.

**Article 36.7/prioritization campaign**

### *Updated Summary*

1. Letter template for getting letters placed in our personnel files, these can be pulled statewide.
2. Include an educational/action portion so people can recognize when there's an issue and what to do.
3. Workers complete the survey about workload so we can better identify when there are workload concerns and what they're about. They document that we're reporting these concerns to management. Survey data goes to council reps and UMCC point people.
4. Point people and council reps on UMCC teams use the survey data and letters in personnel files to better illustrate and address workload issues.

Workers are struggling with prioritizing, and often receive no guidance from supervisors or AAs.

### *UMCC Outreach*

No changes/updates.

- Shauna: Continue outreach to identify UMCC points of contact.

- Jeanette: Talk to Region 5 local leadership about UMCCs.
- Policy committee chairs: Look into lunch meetings like is done on the east side of the state, or other options to build up regional leaders.

### ***Letter Template***

Follow up with Jeanette on the letter.

- Jeanette: Follow up on the details of the DOC letter so we can adapt it.

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

Both workers and supervisors should have clear advice and examples for prioritizing work. This should include an outline of the campaign and guidance for prioritization and our rights with workload.

- Reef: Continue working on this.

### ***Survey/Form***

We reviewed the draft. Cassandra suggests splitting childcare into licensors, admin staff, and supervisors, as there are limited numbers of staff in certain programs. Otherwise it would be licensors, outdoor/nature-based licensors, and pre-licensors for programs (but with very few of some of those). Foster care and childcare should be done separately.

- Reef: Continue work on draft form. Update once we have a letter template.
- Others: Suggest ideas, work on it too.

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

We should look into doing a virtual desk drop of flyers and materials.

- Reef: Share past flyers, letters, or other materials as needed.
- Allison, Cassandra, Emilie, and Phill: Continue working on campaign graphics and flyers.
- Jeanette and Phill: Work on the biohazard and mandates without means options for buttons and lobby day items. They will also work on a temperature gauge to fill out with our workload number.
- Allison: Work on something water themed since we're underwater.
- Erin and Cassandra: Work on an overload image with all of the things that overwhelm us.
- All: Take more support staff photos.

## **DCYF Oversight Board**

No updates.

## **Logistics/Administration**

Reef created a report and sent it out to everyone. The policy committee meeting was mostly taken up by elections, so this will be made again at the next meeting. Any feedback or edits are welcome.

A policy committee update email was sent out.

The website bargaining proposal page was created. ([wfse.org/dcyf/bargaining-proposals](http://wfse.org/dcyf/bargaining-proposals))

Erin created a group text for memes and social media and it has been helpful.

## **Government Shutdown, Cuts to WIC**

No updates.

## **Bargaining Proposal: Workload and Discipline**

We reviewed the text for the bargaining proposal about disciplining workers for reasons caused by high workload. Change to cases or work from just cases to include non-case-carrying workers.

1. Motion for the WFSE DCYF Policy Committee to endorse a bargaining proposal to prevent management from taking any disciplinary action against workers due to their inability to complete all tasks associated with their assigned cases or work – if that inability occurs when the worker's caseload/workload exceeds that recommended by the agency.

This prevents management from singling out one worker when the problem is workload.

- Reef: Include this recommendation/motion in the report at the next policy committee meeting.

## **Licensing Division**

No updates.

- Reef: Include the recommendation for LD-specific meetings in the report for the next meeting.
- Jeanette: Reach out to WFSE staff about inequitable caseloads across licenser types.

### New Business

No new business.

### Closing

No other matters, meeting adjourned.