

WFSE DCYF Policy Committee: Special Committee on Workload

November 22, 2025 | 9:30 AM | Zoom

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

Minutes

Minutes will be sent out this weekend. Reply with edits within a week of resending/sending.

Check-Ins

Social media campaign, shaming/workload study legislation:

We need to shift focus because the legislative session is going to be difficult. Focus on Mandates without Means messaging, which covers workload, 1227, RHCs. We can start the empty chairs action again too.

Some legislators may be realizing that funding is sometimes required for things to happen.

- All: Bring up these actions at the 12/10 policy committee meeting.
- Talk about workload at lobby days. Context of workload study and what they want funded.
- 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. One version of the letter goes to Sec. Senn.
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 where there are workload concerns, what the results are, and how workers are supported/not supported. 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.

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

Jeanette has the DOC letter and will share it. The gist of it is that our workload has exceeded our capacity and we will fight anything relating to workload from here on out. One version will go to the secretary and one will be provided to workers that they can request be placed in their file.

DOC made a push to get these in workers' files and did a one-time survey. We don't have to exactly copy their action since our situation is slightly different.

This letter would not be intended as something to send to the public/media specifically, but it should be very accessible to workers.

- Jeanette: Share the DOC letter.
- Jeannette and others: Complete a draft of the letter by the 10th that we can vote on sending to Sec. Senn. Confirm the plan with staff. Also prepare a draft to be used by workers.

Outline of Campaign and Actions, Educational Materials

Reef is starting on an adapted outline of the campaign. This should also ensure that workers and supervisors have clear advice and examples for prioritizing work. It should also contain guidance around rights relating to workload.

- Reef: Continue working on this.

Survey/Form

We reviewed the survey so far and discussed changing this to a one-time survey, both to increase engagement and because of barriers to participation due to workload, stress, and other factors. We discussed some examples of what this could include.

Questions to consider are how workload has impacted quality/outcomes of our work, whether workers can get OT approved, whether training is possible with our workloads, whether workload has increased (by specific categories), and an open-ended question.

We agree that we can leave the survey open indefinitely if necessary.

- Jeanette: Share the DOC survey.
- Reef and Shauna: Work on the survey so it's prepared by the 12/10 meeting.
- Others: Suggest ideas or work on the survey as well.

Campaign Themes, Graphics, and Materials

We reviewed draft flyers prepared by Cassandra; we would just need to adjust the text and insert QR codes. We can condense all the information for the letter and survey to each flyer, but we can also have one flyer with steps and one with just a QR code. Jeanette and Phill are working on a flyer with everything coming up as well (lobby days, rallies, this action, etc.).

Virtual desk drops are possible but need to be coordinated with staff since it's only one per month. This one would need to cover a lot. It should be done for December and January, and they can take around 10 days to be approved and sent out once sent to DCYF. This should occur ASAP after policy committee.

Stickers vs. buttons for lobby day are discussed. Local 889 still has a lot of buttons, several of which are still relevant for messaging, and stickers are cheaper, so sticker production is a goal.

- Allison, Cassandra, Jeanette, and Phill: Continue working on campaign graphics and flyers.
- Jeanette and Phill: Work on the biohazard and/or mandates without means options for stickers in time for lobby day. If there is time, they may 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/Letters to the Editor (NEW)

Shauna spoke at the last meeting: <https://youtu.be/bXqV8p9t0xl>

We should focus on sending in letters for the board to read during public comment. Workers can also start sending in letters to the editor to the news/media. We need templates for these actions, although we have one from Shauna already. They should help workers start and end the letters, and leave the middle more open to fill in personal

content/experiences. These should all focus on workload and funding issues, including how critically underfunded we've been for so long. Mention how changes with kinship licensing, reason to know, and in other areas have included zero new workers for the extra work. Focus it on legislators, such as how they cut 7 FTEs last session, despite us being underwater for two decades since the 2007 funding cut, and how the workload study recommends 430 new positions just to *maintain* our current terrible situation.

Next oversight board meeting 12/17 from 12 p.m. – 4 p.m.

- Shauna: Update the letter template.
- Reef: Post the next meeting on the website calendar and create a Facebook event.
- All: Clarify letter to the editor details and prepare a template.

Logistics/Administration

We schedule additional meetings/study sessions for 11/30 and 12/7 at 10 a.m. to get everything ready to go for policy committee on 12/10.

Pages/events are needed for several events.

- **All: Join meetings/study sessions 11/30 and 12/7 at 10 a.m.**
- Reef: Create events on website/Facebook for Keeping Kids Safe Rally 1/14, DCYF Lobby Day 1/19, and Progressive Revenue Rally 1/26.

Government Shutdown, Cuts to WIC

The shutdown has ended for now.

Bargaining Proposal: Workload and Discipline

We reviewed the text again for the bargaining proposal about disciplining workers for reasons caused by high workload.

Licensing Division

No new 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 licensor types.

New Business

See above for letter to the editor action.

Closing

No other matters, meeting adjourned.