

**AFSCME Town Hall Meeting (4/14/22) Responses**  
**Glenwood Resource Center (GRC) Closure**  
*Updated 6/1/2022*

**Comp time/Over time/Vacation time/Shifts**

1. **Who is covered by the 8, 80s?** At the GRC, Resident Treatment Workers (RTWs) are covered under the 8 and 80 schedule concept.
2. **Will different shifts be available (e.g., 10 hour shifts, 12 hour shifts)?** Different shifts may be considered provided it benefits the agency as well as staff/clients.
3. **Comp time - What is the maximum amount allowed (e.g., 160, 80, unlimited)?** Department of Administrative Services (DAS) administrative rules limit comp time to a maximum of 80 hours.
4. **Will vacation caps be removed?** Vacation accrual maximums are in accordance with Iowa Code.

**Retirement**

5. **Will there be early retirement for individuals that are close to being able to retire?** Any retirement will have to comply with Iowa law. There are no exceptions available related to the planned closure of GRC.

**Recruitment/Retention Payment**

6. **Is the \$1,500.00 pro-rated, if employees are required to pay it back?** Any retention bonuses are subject to recoupment agreements signed by the employees.
7. **Can the \$1,500.00 be in a different check?** Any retention bonuses will be paid through regular payroll.

**Transfers/Future Employment**

8. **How are transfers going to happen, as some employees are being told they have to apply?** Employees will have to apply for an open vacancy to be eligible for consideration in accordance with DAS administrative rules. As a current state employee, the movement to another position within state government would be considered either a promotion, voluntary demotion, or transfer depending upon current position classification and new position classification.

9. **Will there be any cross-training to help with getting another position?** There will be cross-training in targeted spaces when there is a staffing need at GRC for an understaffed area. GRC cannot cross-train employees if the sole purpose of the training requested is to assist them in obtaining a different position than the one they currently occupy. Resources from Iowa Workforce Development (IWD) are available to assist in resume writing, interview skills, and other job search activities.
10. **Is it possible to start a Nurse or RTW pool that travels (e.g., from Institution to Institution)?** There will not be a traveling group of employees at this time due to operational needs to ensure adequate staffing.

### Waiver Houses/Care

11. **Will there be bumping at the waiver houses and between institutions?** Waiver house employees will remain assigned to their units (waiver houses), as those units are not impacted by the closure of GRC and will remain open. When the GRC closure is in effect, the GRC waiver houses will have oversight from Woodward Resource Center (WRC) management.
12. **Why aren't the Waiver RTWs being offered the \$1,500.00 if they could get bumped?** Waiver RTW are unaffected by the closure and are not eligible for the \$1,500.00 retention bonus.
13. **Will the vans at waiver houses still be available?** Yes.
14. **How is Woodward going to take Class 2 residents?** WRC is taking the appropriate steps to ensure the well-being of class two residents who relocate to the facility. This will include training and thorough transition plans.
15. **Indigent residents - What happens to them if there are no providers?** There will not be indigent residents. GRC will work to ensure all individuals are connected with an appropriate provider.
16. **Can we find out how many residents pass away in community care verses state care?** DHS will continue to track and monitor individuals for the required 1 year time frame following transfer.

### Other Questions

17. **Is there a written plan for us to see other than what is on the website?** Relevant information will be communicated to employees as the situation progresses.
18. **Why are we being told we can't plan for what happens, or what may happen by management?** Unable to answer as we don't understand the question.