

SRCEA./MANAGEMENT Interest Based Negotiations (IBN) 2004
Session Seven – April 2, 2004

NOTE: THIS IS AN INFORMATION DISSEMINATION TOOL ONLY. THERE IS NO MECHANISM TO RESPOND THROUGH THIS MAILBOX. SRCEA MEMBERS AND AFFECTED MANAGERS ARE ENCOURAGED TO REFER QUESTIONS AND COMMENTS TO THEIR RESPECTIVE IBN REPRESENTATIVES.

ATTENDANCE:

Lorrie Abbott, Tony Alvernaz, Shirley Braddy, Donna Crowley, Pam Edwards, Fran Elm, Colleen Ferguson, David Hanson, Bob Harder, Diane Lesko, Ricia Maxie, Sandy Mello, Bette Smith, and John Sorensen

CHECK IN - (an exercise that encourages participation by asking each meeting participant a series of questions)

SRCEA COST PROPOSAL

SRCEA is developing a cost proposal with options that may be presented to City Council. The IBN team discussed the parameters of such a proposal.

LAYOFF PROCEDURE DRAFT

The team reviewed a draft of layoff policy and procedures and recommended clarifications and improvements. The revised draft will be reviewed at the next meeting.

CALENDAR OF CONTRACT ISSUES

The last day to bring up new contract issues is April 9th. The updated calendar is as follows:

April 9, 2004

Layoff Procedure
SRCEA Cost Proposal
Cost of Health Care
9/80 Work Schedule
Time Savings Plan (TSP) Language
Increase maximum vacation accumulation
Retiree Health Plan Open Enrollment
One Time Selection of Vision and Dental Insurance for Permanent Part-Time Employees

April 16, 2004

SRCEA/MANAGEMENT IBN COMMUNIQUE
March 12, 2004

Maintenance of Benefits
COLA Formula
COLA Increase
Salary Studies
Parity with other units
Term of Agreement
Vacation Buyback
Additional Floating holiday/Cesar Chavez Holiday
Mandatory Time Off/Furloughs in Lieu of Layoffs
Contracting Out
Contract Retroactivity

May 7, 2004

Incorporate Side Letters and Amendments
Develop Contract Language
Retiree Health Care Stipend

NEXT AGENDA

The next IBN team meeting will be held on Friday, April 9, 2004. The proposed agenda includes the following:

Check-in
Layoff Procedure
SRCEA Cost Proposal
Cost of Health Care
9/80 Work Schedule
Time Savings Plan (TSP) Language
Additional Floating holiday/Cesar Chavez Holiday
Retiree Health Plan Open Enrollment
One Time Selection of Vision and Dental Insurance for Permanent Part-Time Employees
Check-Out
Communique