

SRCEA./MANAGEMENT Interest Based Negotiations (IBN) 2004
Session Eight – April 9, 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:

Tony Alvernaz, Shirley Braddy, Donna Crowley, Fran Elm, Colleen Ferguson, David Hanson, 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)

LAYOFF PROCEDURE DRAFT

The team continued to review a draft of layoff policy and procedures. The revised draft will be reviewed at the next meeting.

RETIREE HEALTH OPEN ENROLLMENT

An open enrollment period for retiree health plans could cause adverse selection of one plan, i.e. a higher number of unhealthy people selecting one plan, resulting in higher costs and eventually eliminating that plan for everyone. The team concluded that this is not in their interests.

VISION/DENTAL FOR PERMANENT PART TIME EMPLOYEES

The team discussed an option of allowing permanent part time employees who have opted in or out of vision and dental coverage to change their selection based on a “qualifying event”. A “qualifying event” includes the death of spouse, termination of spouse’s employment, divorce or legal separation from spouse, termination of domestic partnership, spouse becoming legally eligible for Medicare or spouse becoming totally disabled. Discussion on this topic will continue at the next meeting.

NEW ISSUES

This was the last day to bring up new issues for discussion during these negotiations. The following new issues were added:

- Unit 3 language regarding industrial leave and sick leave
- Reinstatement of benefits when re-employed after layoffs
- Part time employee benefits; computation based on actual hours worked
- Benefits when underfilling management positions

CALENDAR OF CONTRACT ISSUES

The updated calendar is as follows:

April 16, 2004

Layoff Procedure and Policy Report Back
One Time Selection of Vision and Dental Insurance for Permanent Part-Time
Employees Time Savings Plan (TSP) Language
Increase maximum vacation accumulation
Unit 3 language regarding industrial leave and sick leave
Reinstatement of benefits when re-employed after layoffs
Part time employee benefits; computation based on actual hours worked
Benefits when underfilling management positions

April 30, 2004

SRCEA Cost Proposal
9/80 Work Schedule
Additional Floating holiday/Cesar Chavez Holiday

May 7, 2004

Contracting Out
Retiree Health Care Stipend

May 14, 2004

Maintenance of Benefits
COLA Formula
COLA Increase
Salary Studies
Parity with other units
Term of Agreement
Vacation Buyback
Mandatory Time Off/Furloughs in Lieu of Layoffs
Contract Retroactivity

May 21, 2004

Incorporate Side Letters and Amendments
Develop Contract Language

NEXT AGENDA

The next IBN team meeting will be held on Friday, April 16, 2004. The proposed agenda includes the following:

Check-in
Layoff Procedure and Policy Report Back
One Time Selection of Vision and Dental Insurance for Permanent Part-Time
Employees Time Savings Plan (TSP) Language
Increase maximum vacation accumulation
Unit 3 language regarding industrial leave and sick leave
Reinstatement of benefits when re-employed after layoffs
Part time employee benefits; computation based on actual hours worked
Benefits when underfilling management positions
Check-Out
Communique