

SRCEA/MANAGEMENT Interest Based Negotiations (IBN) 2005
Session Nine – April 20, 2005

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, Pam Edwards, Fran Elm, Bob Harder, Alan Holland, Karen Larsen, Ricia Maxie, Bette Smith, and John Sorensen, and Sabrina Temple. Absent: Shirley Braddy and Dave Montague

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

FLU SHOTS

Risk Management is looking into this for next fall. Lynne Margolies will talk to the County of Sonoma about partnering with them. She is also making inquiries to our health providers.

COLA, CPI, WAGES

We continued the discussion about this issue. SRCEA will bring back a proposal next week.

Next meeting will be held at Finley Center

AGENDA FOR NEXT MEETING:

Check-in
COLA
CPI
Wages
Communiqué

ITEMS YET TO BE DISCUSSED

Wages
Market Value/CPI
COLA formula
Term of Agreement
Retroactivity if no contract by July 1, 2005
Sick leave buy back
Ability to donate sick leave instead of vacation time only in catastrophic leave situations
Perfect attendance reward/day off
Vacation sell back

ITEMS DISCUSSED BUT NOT COMPLETE

Salary Surveys

4/10's schedule and how to record on timecard

Health care

Article 21.1 of MOU – Overtime and hours worked

9/80s

Longevity Pay

Birthday/Anniversary Day Off

Increase comp time bank from 100 hours to 120 hours

Quiet place - for rest or breaks

Retiree Health Stipend and Actuarial

Tuition reimbursement

Flu shots

Flexibility of the Workday