

SRCEA/MANAGEMENT Interest Based Negotiations (IBN) 2005  
Session Thirteen – May 18, 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, Fran Elm, Bob Harder, Alan Holland, Karen Larsen, Ricia Maxie, Dave Montague, Bette Smith, John Sorensen, and Sabrina Temple

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

**REPORT BACK**

Fran reported back on the question about mailing pay stubs for those employees who don't have e-mail accounts. She said those pay stubs would get mailed.

**LIFE INSURANCE**

Fran brought draft language for life insurance. The new language makes the policy consistent with how the plan is administered. It also includes the option of purchasing life insurance for a domestic partner. There is a limit on the amount of life insurance for a domestic partner. Those employees who currently have a larger amount would be grandfathered in and allowed to continue coverage in that amount. The group reached a tentative agreement to include the following language (in italics) to replace item 28.2 in the MOUs for Unit 4, 6 and 7.

*28.2 Additional term life insurance up to \$80,000 may be purchased by each employee at his/her cost through a payroll deduction system. Proof of good health may be required for employee paid life insurance subject to rules of the insurance carrier. Optional spouse or domestic partner life insurance up to \$50,000 may also be purchased through payroll deduction. Effective October 1, 2004, the amount of spouse or domestic partner life insurance may not exceed 50% of the amount the employee has on themselves. (including City provided and additional purchased by the employee) Proof of good health may be required for spouse or domestic partner life insurance subject to the rules of the insurance carrier.*

**HEALTHCARE**

The team discussed changes to City Plan health care. During this discussion many questions came up and Fran decided that Lynn should come back to our next session to answer those questions.

## **CPI, COLA, WAGES**

The team continued to discuss appropriate amount of COLA. We discussed at length the concept of having a floor and ceiling cap.

Next meeting will be May 25, 2005 from 1-5pm at Finley Center.

## **AGENDA**

Check-in  
Report Backs  
Health care  
Wages  
CPI  
COLA  
Communiqué

## **ITEMS YET TO BE DISCUSSED**

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  
Life Insurance MOU language change

## **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  
Wages  
Market Value/CPI  
COLA formula