

SRCEA/MANAGEMENT Interest Based Negotiations (IBN) 2005
Session Seventeen – June 15, 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, Alan Holland, Karen Larsen, Ricia Maxie, Dave Montague, Bette Smith, John Sorensen, and Sabrina Temple. Bob Harder joined the group after budget session.

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

CPI, COLA, WAGES, HEALTHCARE

SRCEA presented their counter offer to the group as follows:

Year 1

- 100% of the Consumer Price Index with a floor of 3% and ceiling of 5%. Since CPI this past year was 1.48, it would mean employees would receive the floor of 3% COLA.
- In addition, 1.48% COLA as partial compensation for there being no COLA in Fiscal Year 03/04.
- Total COLA = 4.48%
- Contribute an additional 3% of premium for Healthcare (for a total of 9% of premium).
- Accept City Plan changes
- Ability to donate sick leave as well as vacation time in catastrophic leave situations

Year 2

- 100% CPI with a 3% - 5% floor-ceiling cap
- Contribute an additional 1% of premium for Healthcare (for a total of 10% of premium)
- 1 non-cost re-opener
- 1 cost re-opener
- Implementation of 9/80's & recording 4/10's on the timecard and flexibility in the workday
- Longevity reward (e.g. additional floating holiday)
- Increase comp time bank from 100 hours to 120 hours.

The team discussed the proposal without reaching final agreement. The team will be meeting again on Monday, June 20th all day at Finley.

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

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
Retiree Health Stipend and Actuarial
Tuition reimbursement
Flu shots
Flexibility of the Workday
Wages
Market Value/CPI
COLA formula