

## SRCEA General Meeting, August 26, 2010

**Board Members Absent: None**

**Members Present: About 75**

**Meeting called to order at 5:50 p.m.**

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- I. Introductions - Tony
  - a. New, out-going and continuing board members introduced
- II. Ground Rules – Tony
  - a. Ask questions, do not make statements
  - b. Focus on SRCEA contract only
  - c. One person speaks at a time
- III. Contract
  - a. Current contract expired June 30, 2010. SRCEA has lost 88 funded positions of which 54 were filled and 11 people lost their jobs.
  - b. City initially asked for 10% pay cut; SRCEA offered 12 furlough days over two years; City said no; mediator called in. Came down to imposed pay cut or furlough.
  - c. Review proposed contract term changes - Tony:
    - i. 96 hours MTO
    - ii. One additional floating holiday
    - iii. 12/12 Vision Plan upgrade
  - d. Describe MTO implementation – Mike
    - i. PT employees participate on pro-rated basis
    - ii. Follows the TSP model (Furlough time accrued)
    - iii. Will begin Sept. 12, 2010 pay period, deduct 4.8 hours per pay period to MTO account.
    - iv. MTO will no impact vacation or sick time accrual
    - v. Use it or lose it. MTO must be used by June 30, 2010
  - e. Explain implications of TSP and VTO – Alan
    - i. TSP and VTO will be credited toward MTO
    - ii. TSP options: cash out; roll-over to next year; automatically apply to MTO. Must advise payroll by Sept. 12<sup>th</sup> to cash out or roll-over TSP.
    - iii. Compensatory time can be sold back
    - iv. Pay check will be further reduced if MTO is taken that has not yet been accrued.
- IV. Questions:
  - a. How do enterprise fund cuts help City? It doesn't. But will help reserves for enterprise funds.
  - b. Does MTO affect health insurance? No, benefits remain unaffected. Part-time employees need to make sure they earn enough in pay to cover health insurance premiums in a pay period.
  - c. Can you sell back vacation time? No
  - d. Why the rush to vote tomorrow? The sooner MTO is implemented, the more pay periods are available to spread out the reduced pay.
  - e. Why not have the furlough days imposed simultaneously city-wide? City wants to maintain service levels. Not all employees are in SRCEA and will be furloughed.

- f. Does use of MTO require supervisor approval? Yes
- g. Will City close Christmas to New Year's? No. Each department Director has until Nov. 1<sup>st</sup> to notify City if there will be a full dept shut down.
- h. Some employees have already absorbed reduced hours or employee classification reductions. Will they get an exemption from MTO? No
- i. Why isn't proposed contract available for review in advance of voting? Negotiations have been evolving. Draft contract is available at this meeting for review and will also be available at each polling station tomorrow.
- j. Why can't board provide more information during negotiations? City and SRCEA agreed to maintain confidentiality during negotiation process.

Adjourned at 7:00 p.m.