

Local 492 - MH

April 14 2022, Meeting Minutes

Those in attendance:

County's Negotiation Team:

- Joshua Groat – Chief Negotiator/Employee & Labor Relations Manager
- Sara Erb – HR Generalist
- Patricia Cruz – Administrative Assistant 3/County's Note taker
- Darren Lehman
- Kristy Ray

Union's Negotiation Team:

- Gordon Smith
- Josh Landrus – President
- Nina Barfield – Vice President

Start 1:16pm

G: For the record, we still object to your posting of the minutes

JG: We acknowledge and will continue to post as we have.

County gave two proposals (amended non-economics and initial economics) and Josh started the meeting:

J: I apologize it has been a minute since we met, and I hope we can continue the momentum we had. I provided you with two documents, non-economic and economic.

Non-Economic

#3 Union Security

We TA with New Hire the rest remains no changes for now

#4 Union Activities

There is a change. We TA'd 7.1 last meeting. 7.3 we are making the changes see proposal

We will withdraw the without pay if Union agree with the rest of changes in the article.

7.3.1 it is only status quo

#7 Hours of Work

We TA in all except 12.3.1 . we have withdrawn our proposal

GS: 12.3.1 will be status quo then?

JG: yes

#8 Leaves of Absence

13.3.3 – we had proposed language and we are withdrawing and going with current contract language

13.5 Bereavement leave – we have moved it here, and we are not interested in changing who the 10 days cover

#11 Grievance procedure

We had TA, except for 14.6. change language of as soon as possible, we changed from 45 days to 180 days.

12 Layoff and recall

one issue still open 19.2.3 – we had discussion last time about being recalled and revised the language based off of that discussion.

#13 General Provisions

The only issues we recall being in disagreement was the uniform allowance and we have withdrawn our proposal to strike that.

#15 Lockout and Strikes

No changes right now. And the clean ups will be in the end of the contract

And lag pay we will clean up and still open. we are working on the mitigation options.

Any questions?

Economic Proposal

We took a look at your proposals, we know there are some differences but we are closer than it may appear

#1 Holidays

Juneteenth we agree to add as a fixed observed holiday, cleanup language regarding the day after Thanksgiving.

8.2 change nurse to employee, then added language for New Federal Holiday. I think you are asking for two floating holidays, to to match the 492 groups.

#2 Insurance Benefits

You guys proposed status quo for the life of the contract. We are proposing to explore to make some changes, we don't know if will happen. We haven't been able to explore. We want flexibility to make changes, not changes with huge on cost. We are proposing said that keep that out of pocket maximum and flexibility to look at making some minor changes in currently plan.

(Explanation how this could be)

You will see we cross out what was and add what we are proposing.

11.2.3 remove “cannot make reductions to level of benefits” in plan.

11.4 clean up

11.8 and 11.9 are just 2 sections new that deal with WA leave act and Long Term Care

#3 Wages

with this proposal we will implement the classification study, with a change place on the scale on the step closest to their current step. We know the scale was from 2021 place and then add 2%.

I know numbers have been big for inflation. The county is in the same place as all over the world. Inflation is so high is that we cannot keep up. Looking at the second part of the year and what could potentially happen during the life of this contract

#3 Advance Step

Clean up and can be done.

Second part of language – we do not think this language is necessary and can be removed

#4 Overtime

Striking daily overtime, more a weekly overtime.

U: If want of us work 8h and work another half hour (will half flexible schedule).

J: We can talk about that on our caucus and bring better response.

#5 Comp time

More clarification. You guys currently have max 60 hours, raise to max 80 hours and you can cash out 40h current, increase to unlimited.

And please, read the 15.8.3 had call for. The only difference if you do not use will cash out directly.

#6 Step Increase Process

A lot of this is old language and we are just simply language the current process.

U: you are saying there's no difference what have and what you are proposing?

J: In the same thing just simplify the language.

7 Methods of Payment

#8 Retention bonus

You guys asked for every year. We proposed for 2 every years (status quo). And that is what we are a proposing.

First Break

1:47

Reconvene 3:09

Gordon asked for the list on TA

Non Economic Proposal

Union Security it is open for now. I just need get some advice before. transparency it is more of a council 2 issue than it is the groups

#4 Union activities

We can agree to all the changes you have in addition without pay if you reconsider modify 7.3.1 from 1 to 2, we would like to have both president and vice attend.

#7 Hours of work

12.2.1 TA, happy with 12.3.1 status quo

#8 Leaves of absence

We are fine with modification in 13.1 and 13.2 status quo for the rest, in terms of 13.5 we are good, so we are withdrawing our number 8

#11 Grievance Procedure

We are fine on all changes in article 18 include liability and gain 180.

#12 Layoff and Recall

All changes fine including 19.3.2

#13 General Provisions

We are fine.

#15 Lockouts and strikes

I don't have packet today; you might consider status quo.

#19 Lag pay

Is open.

Move on Economics

Package a bit – counter

#1 Holidays

We will be ok with all changes 8.1 and 8.2, if we can have two personal holidays, putting on par with CO's

#2 Insurance Benefits

Page 3 and 4 – still open.

11.4 its fine

11.8 and 9 we are ok as well.

#3 Wages

Wages still open

15.3 - TA

#4 Overtime

We still open for today

#5 Comp time

language is a TA

#6 Step Increase

Page 13 is fine.

Still thinking about 16.

JG: What it is a concern about the language on 15.10 pros and cons?

GS: Looking at new hires getting two steps, we do have language elsewhere about 5%

S: We have 6 months steps

Talk about the steps, percentage, etc

Page 14 – we are ok with

#7 Methods of Payment

we are ok

#8 Retention Bonus

And we need some thought on

And looking at Union proposal

8 and 9 we are ok to withdrawn

Today we modify #12 COBRA by scratching dependents from Cobra.

And we are curious in terms of our #15, putting the FTO language back into the contract?

J: We do recognize the necessity of the Department we thought will be part of the package. We are not opposing of that. We have talked about this and thought it was going to be towards the end of the process.

Quickly stop – 3:20 (Gordon called them out)

Back to 3:21 –

GS: We end for now

JG: For number 7 – you guys are asking for 2 employee vs 1. The concern the affect on staffing. Would you be agreeable with added language that would state “if staffing allows for it”?. IF so we are in agreement with that.

GS: yes we can accept that.

JG: I will get that typed up.

JG: Lets step out a little minute and we will be back

Caucus 3:24

Reconvene 3:35

Josh start with Union proposals.

We do not have any official for you guys, this will be verbal.

Open #3 and #15 – County is going to withdraw both outside of TA'd language to 5.3

Economics:

Lets have some discussions

Wage and Medical still open.

You guys are asking for wage study back to 07/01/2020, but the contract was closed and the Board has informed us that retro it is no go. No one has received it, even the arbitration groups.

Status quo on retentions bonus.

GS: in regards to the wage study, the county never seemed to not be willing to work with us back then unless it was done in an open environment.

J: I get it.

Service and enhancement pay and you guys said for those 10 years or more was in addition with longevity. So we are open but it is one or other. We just want to say we are willing to consider we are talking about.

VEBA/HRA – The County does not have a plan, there is one for the PTO plan employees but nothing for employees with vacation or sick leave and nothing that allows for employees to contribute.

Bereavement leave and Grievance Procedure you withdrew

Juneteenth will be add and we are looking at the additional holiday if we can put a package together which includes this.

Union proposals 10, 11, and 14 resolved one way or another

COBRA I appreciate that move off from benefits but still has the potential to be a huge expensive for the County. Because we are self-insured anyone who has a catastrophic claim during this period will have a major impact to the County's budget. Now we are not open to change

75 hours of sick leave added to vacation, we appreciate those that don't abuse their sick leave plans, sick leave is in replace of Short Term Disability, so we are not interested in moving that to vacation.

FTO we are looking at this language and that we will add it back, but will not retro it back to 1/1/21.

Hours of work is TA'd

Wages – if we were to propose a wage rate, move to classification scale, then 3%, and 3% next two years, get Juneteenth, extra floater, adding FTO, add enhancement instead of longevity, in exchanged for healthcare benefits,

I will put this too writing, as well as the TA's, the language of 2 employees if staffing allows. Our interest is getting this done.

Add a TA to the 15.10 language.

Potentially enhance pay – fully package

I will sent the TA and language to the new ee because you guys are interest to try to get this done.

G: 15.15 language we are TA.

Did I say that we are withdrawing #4 proposal, we would remain status quo on Overtime language.

We have some package proposal (please, read the what if proposal)

The County will agree with wages, holidays, FTO pay and Service Enhancement Pay if the Union agrees to the proposed changes in Article 8.1 and 8.2, with revised health insurance languages, maintain status quo on amounts and payment schedule, remove longevity as presently written in the contract and withdraw the unions proposal #4, #7, #12 #13

JG – are we scheduled for next week.

GS: 4/21/22, 8:00 to noon would work for us and if needed, we can do the rest of the day, except for a break around noon that I will need to take.

I appreciate all the work that has been done.