

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 8:51AM

Union provided counter what-if proposal

JL: I want to say thank you for the last time, we have made some great movement and hope to get done today

Jump into the wages,

JL: We are good with the proposal, but can you do a one-time review of the case manager position. Even though it raises the ceiling, we need to review the placement of the current incumbent.

If we can get a vote today, we can get a ratification vote by Monday.

So besides those two changes, we can accept the other proposals on here.

Service enhancement change to completion of 7 years, instead of 10 years. Retention is an issue for us.

Holidays, agree

Health insurance, agree

Retention – still open,

Longevity – remove if retention bonus is agreed too

Lump sum payment for 2021

If the Master does better that we would like an opener

We would like to ask for a sign-on bonus for these positions as well.

JG – Sign-on bonuses are reviewed on a case by case situation, so they can be turned on and off. We would be hesitant in putting that language in a contract but are willing to have conversations with those that can make this decision, to see if it is an option.

Break 8:56

Return 9:29

JG – one thing that I realized hasn't been wrapped up was an edited lag pay proposal, the prior mindset was that we were going to move to every other week, but after further review we realized we may not be able to find a system that will be able to do that and accurately determine rates for DRS. Still the same info for implementation, 6 month heads up, and 60 day notice for extension.

So to you counter what-if

Current case manager position, we reviewed her account, we realized that if we had completed contract negotiations earlier, she would have gotten her step increase and move to step 2 on the new scale and after placement

GS -what about 1/1/2022,

JG – the answer is no,

Retention bonus – We are willing to keep it every other at the same rates or each year at \$2,000/yr (still \$6,000 sum for the entire agreement).

Master contract – we are ok with a wage opener, year for year comparison.

Lump sum payment, the answer is no, but we have something to talk to you. We had previously asked you about extending the contract, to July 2025. We will offer you a \$1,000 for agreeing to the extension, we can pay it now or on 1/1/2025. We are open to either way but wanted to leave it up to your group.

GS – Questions

Sign-on bonus? This will be done outside of the contract.

Break – 9:41

Return – 10:12

GS – Retention bonus, would like the \$2000 per year.

We are packaging up some things –

Counter

Retro – 2/1/2022, one additional step beyond our proposal, instead of the 2% lump sum and instead of the \$1,000 for extension, what about a 1.5% COLA for 2025.

Back – 10:27

JG – we accept the 1.5 COLA for 2025

On the case manager – we cannot do this, hired off the street we would do step 1, so best we can do is placing her at Step #2

\$500 ratification pay if passed on the first attempt.

Back 10:38

GS – we have reached a tentative agreement,

We think we may potentially have an agreement today, or tomorrow.

JG – I should be able to get something to you by the end of today or early tomorrow.

It has been a pleasure to work with you guys.