

Agenda Item Number 13.a.

Collective Bargaining Report

Presenter: George Kloeppe

Action Recommended: None. Information Only

Background:

SEIU: There is a two-year agreement between SEIU and LCOG that began July 1, 2010 and ends June 30, 2012. The contract specifies that SEIU would receive a 1.0 percent COLA on July 1, 2011. However, major reductions by the State required a review of the options that could be implemented to minimize the impact of those reductions.

The final decision was to retain the COLA and not do furloughs at the cost of reducing the number of employees by five. Rather than doing layoffs, S&DS management offered a voluntary separation incentive program to staff. The goal was to expedite the retirement of staff that planned to retire within the fiscal year. Four staff accepted the voluntary separation agreement and another staff person resigned to meet the estimated reduction requirement.

LCOG Employees Association: The Employees Association (EA) negotiated a new one-year agreement with LCOG management. The EA agreed to a 1.0 percent cost-of-living increase. There were no other significant changes to the agreement. LCOG's non-represented and management staff members are traditionally afforded the same COLA and benefit changes as negotiated with the EA.

Both unions have the same Health Reimbursement Arrangement Health Insurance Plan, which has been successful in limiting the annual increase in the cost of health insurance. The total cost of health insurance for the agency increased less than 7 percent for the next fiscal year.