

August 6, 2009

**To:** LCOG Executive Committee

**From:** George Kloeppel

**Subject:** Collective Bargaining Report

**SEIU:**

There is a two-year agreement between SEIU and LCOG that began July 1, 2008 and ends June 30, 2010. The contract specifies that SEIU would receive a 2.75 percent COLA on July 1, 2009. However, major reductions contemplated by the State required a review of the options that could be implemented to minimize the impact of those reductions.

During the term of the contract, a Labor Management Committee that includes members of SEIU and LCOG management meets regularly. This allows for discussions between the union and LCOG without reopening negotiations. The committee identified three options that combined would save about nine positions. The options were to delay the COLA until January 1, impose a furlough of one day a month for a 3.5 percent salary reduction, and switch the entire membership to an HRA health insurance plan. SEIU choose to keep its COLA, but accepted the one day per month furlough and the change in health insurance plans. This agreement will be reviewed again by the Committee after S&DS receives its budget allocation from State Department of Human Services.

**Employees Association**

The Employees Association (EA) negotiated a new one-year agreement with LCOG Management. Due to economic concerns and the predictions for the S&DS Division, the EA agreed to defer until January 1, 2010 a 2.75 percent cost-of-living increase. There were no other significant changes to the agreement. LCOG's non-represented and management staff members usually receive the same COLA and benefit changes as negotiated with the EA.