

October 26, 2012

DWSD – SAAA NEGOTIATION MEETING

PRESENT: Teri Conerway – Human Resources Manager
Karen Darty – Human Resources Generalist
Lenetta Walker – SAAA Treasurer
Sharon K. Jordan – SAAA District Representative

Last time we were negotiating with DWSD was August 17, 2012.

LW – we are here to discuss and get clarification on the City Employment Terms (CET)

TC – Health is modified Option 3, still the same

LW – new document 42 pages – does this apply to current employees or new hires?

TC – everyone it applies to

Until we reach a settlement with DWSD, the CET will be in effect. It applies to all employees new and current

DWSD may require Direct Deposit

CET Optical and Dental is eliminated for retirees. Can we agree duration of contract will be for 6 months?

Item 2 – Yes

Item 3 – Disagree

Item 4 – Agreeing to talk about early retirement. Could be mixture of things. Depends (TC)

Item 5 – Employees hired after July 1, 2012 shall go into Defined Contributions (TC). SAAA says leave open

Item 6 – Leave open

Item 7 – Judge Cox's Order – skipped over. What our contract will change to say

Item 8 – Talk about Past practices

Item 9 – Will talk about change to 6 months probationary period

Item 10 – We want to agree to about

Item 11 – We will not withdraw appeal (SAAA)

Item 12 – Leave open, not agreeing

(TC) did not see any language in contract stating 15 days to file a grievance

Item 13 – Skipped over, means nothing if voted down 11/6/12

Item 14 – DWSD may require direct deposit
Leave open

Item 15 – Skipped/leave it open. We cannot make a decision/Retirement Board

Item 16 – Not agreeing to this. Keep that in mind that at the moment, if we signed up for contract, DWSD will be willing to take off agenda.

LW - No. 6 has a big impact on the plan.

TC - You are not going to be able to cover those costs. Not enough contribution in to pay off the people.

Department won't be able to fund the retirees or new employees. DWSD/City won't be able to fund it.

Tuition Refund is back. We have been borrowing. Rate hike 10%. In a national poll/research citizens should not be paying more than 2% of water rates. High debt. The court said hire COO. Drafting Technicians, we let go because they did not have work for them to do. Still connected to City. Judge says we are a City department. We will have our own Human Resources, Purchasing, Law and

October 5, 2012 – no longer bound by Human Resources (City)

Take Item 16 off table, Wage freeze in effect, if we agree on everything else.

SAAA Anything we agree to is what they will abide by/what benefits they will get.

Grievance time limit
Probationary period
No bonus

Meet temporary Friday

LW - Send a list of available dates

TC - Not necessarily takes effect, depends on when we settle and what provisions of CET, if the CET goes into effect. Cannot go retro-active to restore monies. Just go forward.