

Class Review Mediation Summary

May 12, 2006 - City Hall, 9:00 a.m.

On May 12th your AFSCME bargaining team met with representatives of the City to mediate the outstanding issues from bargaining. Here is a summary of what happened

Participants:

1. AFSCME Local 1724: Dal Ollek, Kristi Hayden, Louranah Janeski, Janis McDonald and Lou Sinniger.
2. City Management: Helen Towle, Mark Schoening, Marsha Miller, Glenda Surdam, Susan Mullett, Tammy Donahue.
3. Mediator: Wendy Greenwald, Employees Relations Board

List of Union Demands Not Agreed Upon During Bargaining

Administrative Aide, Administrative Specialist, and Senior Administrative Specialist

- Salary Range 18 for Senior Administrative Specialist (formerly AA 3)
- Lump sum back pay \$2000 per employee
- New Classification for EPD Administrative Aides: Police Clerk 1 and 2.

Engineering Permit Tech

- Lump sum back pay \$2000 employee
- New storm water quality plan review impacts

Residential Plan Reviewers

- Lump sum back pay equal to 4.5% for 6 months
- Proposed new classification for Resi Plan Reviewers with Commercial Certifications

Stores & Parts Clerk and Fleet Parts Specialists

- Lump sum back pay equal to 4.5% for 6 months

Box Office Specialist and Recreation Facility Office Coordinator

- No outstanding issues

At the end of the day we had exchanged 4 different proposals. We had reached compromises on the Stores and Parts Specialist and Fleet Parts Specialist, the Residential Plan Reviewers and made substantial progress on the Engineering Permit Tech classifications. Then surprisingly the City team refused to even read our next proposal. Rejected it without consideration because "it still contained a Range 18 proposal for the Senior Administrative Specialists". At 4:50 pm this was too much. We did what we could to contain ourselves at this insulting proposition by the City. We decided it was time to take a break, and respectfully asked for a continuation of mediation on another day. The City agreed to continue mediation only if "there is a 17 in the proposal".

Below is the list of outstanding issues in our last package offer.

Administrative Aide, Administrative Specialist, Senior Administrative Specialist

- Salary Range 18 for Senior Administrative Specialist
- Lump sum back pay \$1600 employee includes all existing AA's, those working in those positions for any portion of the period 7/1/04-7/9/05. The lump sum will be prorated for part-time employees.

Engineering Permit Tech

- Lump sum back pay \$1600 employee
- A process for reviewing the impacts of new storm water quality plan review

IMPORTANT: As all the offers back and forth were package proposals, no tentative agreements were signed so all of the issues are still bargainable. While we've proposed alternatives on some of our positions in order to move toward overall agreement, and the City has responded with some small steps on their part, an overall agreement is still open and unresolved. It is clear from

Friday's session that additional alternatives and/or compromises will be necessary to reach an overall agreement.

AFSCME and Management have agreed to continue mediation on **June 1**. Prior to then, your mediation team will be checking in with our membership to discuss options and strategies for reaching a final settlement. Thanks for your support and wearing the **Green** on May 12th!! We look forward to your support on June 1st. Please help spread the word among your co-workers.

Strength in Solidarity