

CAT Communication – Contract Negotiations

4/3/2018

MCMEA Negotiation
Team Contacts:

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OBJECTIVES

The Negotiation Team met with the County on 3/20, 3/27, and 4/3 from 9 AM until 1 PM.

ACTION ITEMS

1. The County provided information to MCMEA responsive to the ASA/AST payout. The payout was completed and the parties signed a TA on County Proposal # 3 with respect to removal of the side letter related to the ASA/AST payout.
2. The County unilaterally changed the comparable cities and counties for the MCMEA classification salary survey to delete the Counties of Santa Cruz and Monterey, and to add the Cities of Vallejo, Palo, Alto, and Novato. The Negotiation Team expressed disappointment and concern about these unilateral changes and how it impacted our members' wages. The County responded that it did not view the market used in the salary survey to be a mandatory subject of bargaining. The County stated there was no specific justification for these changes with respect to the MCMEA classifications.
3. MCMEA sent a Request for Information regarding the unilateral changes to the County;
4. The County and the Negotiating Team continued discussions regarding the Request for Proposal that was sent by the County on 2/15/18 to solicit cost and coverage proposals to provide fully insured medical insurance for the County employees and retirees to replace the current Anthem Blue Cross Plan. The Negotiating Team requested to have its Chief Negotiator review the responses to the Request for Proposal. The County would not agree at the time to this request. The County stated the plan was to have the presentation from Segel Consulting ready for all labor groups at the end of April.
5. The County provided redacted medical benefit and cost information in response to MCMEA's information request;
6. The Negotiating Team Passed 14 Proposals related to:
 - Add Professional Leave of 5 days (40) hours per week for all classifications requiring licensure and/or certification
 - Provide members with 10 working days' notice prior to any change in work schedule, and a requirement to meet and confer with MCMEA if any proposed change would affect shift differential payments;

- Additional classifications and increased compensation for Administrative Response Compensation;
 - Addition of classifications to, and increase in amounts of, shift differentials;
 - Addition of classifications that receive and increases to the rate for licensure differential;
 - Broadening Boot Allowance to Personal Protective Equipment and to include orthotics and prescriptions, and increase the amount;
 - Streamlining of the grievance procedure and make resolutions binding on the County;
 - Add the Cesar Chavez Holiday.
7. The Parties will continue work on proposals and will reconvene on April 23, 2018 to continue bargaining. MCMEA has made the request that the County reevaluate its position and work with MCMEA on a collaborative approach to the salary surveys.

REMINDER

All member MCMEA Meeting!

Date: Thursday, April 19, 2018

Time: 11 AM

Location: BOS Chambers