

# **2013 NEGOTIATIONS**

## **CHRONOLOGIES**

## 2013 Negotiations Chronology

### March 2013:

The District began discussions on ground rules and release time with ATU Local 1555 and SEIU Local 1021 on March 1, 2013. After several meetings the parties were unable to agree to ground rules.

### April 2013:

Without ground rules in place the parties met on April 1, 2013 to exchange initial proposals as required by statute.

On April 18, 2013 SEIU and the District reached a mediated decision regarding the ground rules and release time for the 2013 negotiations. The agreement allowed for full release of the SEIU bargaining team effective May 13, 2013.

### May 2013:

The three parties began meeting on May 13, 2013 and negotiating on Generals and Supplemental contract provisions.

### June 2013:

On June 14, 2013 the District's Chief negotiator requested mediation from the State Mediation and Conciliation Service. Mediation began on June 17, 2013.

Throughout the month of June the parties continued negotiations on the Supplemental and General provisions. The SEIU refused to negotiate on Supplemental provisions during the weeks in which the parties were also negotiating the General provisions.

On June 27, 2013 ATU and SEIU gave the District a 72 hour notice of the bargaining units' intent to strike.

### July 2013:

July 1, SEIU and ATU went out on strike. A new mediator was assigned by SMCS to work with the parties. After a four (4) day strike the parties reached a mediated agreement to extend the contract for 30 days; prohibiting a strike, lockout or "Last, Best, and Final Offer" until August 4, 2013.

The District continued to negotiate in good faith with ATU and SEIU on the General and Supplemental provisions throughout the 30 day extension.

**August 2013:**

The parties continued to negotiate up to the August 4<sup>th</sup> deadline. The District and ATU requested a sixty (60) day "cooling off" period from the Governor.

Attached hereto are calendars which illustrate the specific dates for ATU, SEIU, and joint meetings. An additional calendar provides the same information for AFSCME.

**2013 NEGOTIATIONS CHRONOLOGY**  
**AFSCME**

**DECEMBER 2012**

The District entered into a modified interest based bargaining (IBB) process with AFSCME, Local 3993. Discussions commenced regarding a proposed classification and compensation program for the District and AFSCME.

**JANUARY 2013**

The District met with AFSCME to discuss ground rules and continued discussions on classification and compensation.

**FEBRUARY 2013**

The District continued to meet with AFSCME regarding classification and compensation and to discuss ground rules.

**MARCH 2013**

On March 19, 2013, the District and AFSCME agreed to written ground rules to begin negotiations. The parties exchanged lists of contract sections to discuss and specifically discussed vacations, compensatory time/overtime, and meal allowance.

**APRIL 2013**

The District and AFSCME exchanged proposals and began formal contract negotiations using a modified IBB process. The focus of the negotiations was training, standby pay, workweek, Operations Control Center (OCC) extra board, OCC performance incentives, OCC overtime allocation, Senior and Operations Supervisor (SOS/OS) scheduling, maintenance clothing allowance, SOS/OS seniority, and flexible hours. The District's chief negotiator, Rudy Medina explained the process of signing "pre" tentative agreements, or "PTAs". The PTAs allowed negotiations to progress with the understanding that the District's executive leadership team and Office of the General Counsel have the final authority to approve tentative agreements.

**MAY 2013**

The District continued negotiations with AFSCME. The main topics discussed were the focus of the discipline and termination procedures, probationary period, holidays, offline assignments,

SOS/OS vacation allocation, reduction in force, unscheduled call back, SOS/OS training compensation, educational assistance program, and union representatives.

### **JUNE 2013**

The District and AFSCME continued negotiations on outstanding issues. On June 5, 2013, the District had a discussion with AFSCME related to contract extension and a different agreement expiration date. On June 26, 2013, the parties mutually agreed to extend the contract on a day to day basis, or until either party provided a 72 hour notice of its intent to terminate the contract extension. Both parties also agreed to recess negotiations until the ATU and SEIU negotiations concluded.

### **JULY 2013**

Negotiations continued on outstanding issues throughout July. On July 2, 2013, the parties agreed to a most favored nation agreement to have AFSCME members return to work and a related Letter of Understanding concerning a classification and compensation model. These agreements were signed by both parties. On July 9, 2013, the District was informed by AFSCME's legal counsel that AFSCME's Executive Board replaced their chief negotiator Jean Hamilton-Gomez with George Popyack. The District was also informed that AFSCME's Legal Counsel would be attending most negotiation sessions. On July 18, 2013, Mr. Popyack repudiated the July 2, 2013, agreements and informed the District that AFSCME no longer had confidence in the IBB process. He also stated that classification and compensation was their main issue. On July 23, 2013, the District was prepared to continue to discuss classification and compensation. However, AFSCME refused, indicating they wanted to discuss other outstanding contract issues instead. On July 30, 2013, the District and the Union engaged in classification and compensation discussions. July 30, 2013, 10:37 p.m. the Union notified the District of its intent to terminate the contract extension by issuing its 72 hour notice.

### **AUGUST 2013**

The District and AFSCME continue to discuss the classification and compensation issues. On August 1, 2013, AFSCME submitted its 72 hour notice of its intent to strike. The District continued to bargain until 10 p.m. on August 4, 2013.

Attached is a calendar that lists all of the dates on which AFSCME and the District met.

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