



LANE COUNTY

HUMAN RESOURCES DEPARTMENT / 125 East 8th Ave. / Eugene, OR 97401
Phone: (541) 682-3665/ Fax: (541) 682-4290

January 14, 2009

Robert Nightingale, State Conciliator
Employment Relations Board State of Oregon
528 Cottage St. NE, Ste 400
Salem, OR 97310

RE: Lane County Final Contract Offer for AFSCME Local 2831

Dear Mr. Nightingale:

This letter is in response to AFSCME Local 2831's declaration of impasse and contains Lane County's final contract offer, labeled *LANE COUNTY'S FINAL OFFER: Attachment A*. Also attached (Attachment B) is the cost summary for the final offer. This cost summary is submitted in accordance with ORS 243.712(2)(b) and is a good faith estimate of costs based on certain plausible assumptions. Please be advised the County reserves the right to rescind or modify this final offer in the event that by 5 p.m. Friday February 27 Local 2831 has not yet ratified the proposed contract, or if both parties have not otherwise obtained a tentative agreement which will, in good faith, be bilaterally supported by all members of the parties' respective bargaining teams on all outstanding bargaining disputes.

As referenced in the Local's January 6, 2009 letter, major outstanding issues are medical insurance benefits; wages; time management accrual rates for juvenile counselors, and the timing on the implementation of a classification and compensation study for our Information Technology positions. To summarize:

- ARTICLE X, Section 1: The County proposes to grant to those AFSCME Local 2831 General Unit members employed by the County at the time of contract ratification, a cost of living adjustment (COLA) for the first year of the contract (fiscal year 2008-2009) of 3.9%. This COLA is retroactive to the first full pay period following July 1, 2008, and represents the past fiscal year's Consumer Price Index-U (Portland-Salem OR-WA). In addition, the County agrees to provide this retroactive COLA to those members who were employed by the County on January 1, 2009, and then laid off prior to contract ratification.
- ARTICLE X, Section 1: The County proposes to grant AFSCME Local 2831 General Unit members a COLA for years two (July 2009-June 2010) and three (July 2010-June 2011) that is indexed to the Consumer Price Index U (Portland-Salem OR-WA), not to be below 2% and not to exceed 3%. The attached cost summary provides both the minimum costs calculated at 2% for both years and the maximum costs calculated at 3% for both years two and three.

ARTICLE XII, Section 2: The County proposes to move the AFSCME Local 2831 General Unit members to the standard medical insurance plan that currently covers Lane County's non-represented employees and elected officials; members of the Administrative-Professional Association of Lane County Public Works, Inc.; members of Lane County Public Works Association Local 626, and the Lane County Prosecuting Attorneys Association. This proposal assures that members of the Local's bargaining unit will have parity with 500 other County employees.

- ARTICLE XII, Section 2: The County proposes to grant AFSCME Local 2831 General Unit members currently receiving medical benefits a one-time medical plan conversion bonus of \$500 per employee effective the first full pay period following ratification of the contract by both parties.

- ADD TO APPENDIX D: The positions of Juvenile Counselor 1, Juvenile Counselor 2 and Senior Juvenile Counselor were added to the bargaining unit by unit clarification petition, effective June 24, 2008, (case #UC-006-08). The County proposes that the newly represented juvenile counselor classifications receive the same benefits as received by the other exempt classifications represented by AFSCME Local 2831, including time management accrual rates; compensated time benefits, and scheduling flexibility. The juvenile counselors voluntarily elected to move from a non-represented status to being represented by Local 2831 and the current contract provisions.

- ARTICLE X, Section 3: The County agrees to contract with Fox-Lawson & Associates to complete a classification and compensation study for the information technology-related classifications in our Information Services and Workforce Partnership departments and the plans examiner classifications in the Public Works department by July 1, 2009; but implementation will, of course, be subject to subsequent bargaining with the Local. The County agrees to incur the cost of the full study and agrees to grant a market adjustment to the information technology related positions of 5%, retroactive to the first full pay period following July 1, 2008. The attached cost summary assumes the minimum 5% for all three years of the contract, although years two and three may be more costly, depending on the outcome of the study.

- ARTICLE XI, Section 2, Sub-Section K: The County proposes to revise language in this article in order to comply with Internal Revenue Service law in accordance with legal opinions received by the County. The County's proposed language is included in the proposed contract article referenced above.

Attachment B is the detailed cost summary of the County's proposal. Over the three years of the contract, the estimated cost for a package providing a 2% COLA for years two and three is \$3,534,827, and the estimated cost for a package providing a 3% COLA for years two and three is \$4,305,943. In both cases, cost estimates are conservative because of our inability to forecast health insurance cost changes.

Sincerely,



Roland Hoskins

Lane County Employee & Labor Relations

Cc: Local 2831
Commissioner Peter Sorenson, Board Chair
Commissioner Bill Fleenor, Vice Chair
Commissioner Bill Dwyer
Commissioner Faye Stewart
Commissioner Rob Handy

Attachments