

IBB Meeting
February 12, 2024
HR Training Room

In Attendance:

Facilitator: Laura Graetz

Note Taker: Lindsay Lowery

CWA Representatives: Chris Bardet, Robert Arnold, Clinton Weldon and Thomas Douglas

Management Representatives: Phil Mann, Steve Varvel, Yvette Carter, Torrey Richardson and Brett Goodman

In Attendance: Chianti Powe and Jenn Powell

Agenda

- PTPP Key elements
- PST raises-retroactive date of increase
- Reasons to sub out janitorial services to outside contractor
- GG/GRU splitting collective bargaining units-PERC

Discussion

RA Tom Douglas is the new Vice President on the GG side.

LG We have three items that Robert added and then we added one at the bottom.

Once it passes the PTPP Board meeting, then we will bring it here.

TR We have a meeting on the 29th at 1pm. Then we will bring it here.

RA PST wage adjustment. The troops over there are not clear; do not have a grasp on how that was retro actively done.

CP The day the paperwork is completed and submitted.

JP Confused on what that date was.

CP The paperwork was submitted the week before the 29th.

LG That is standard practice. Once we have completed paperwork. It takes a while to get results. Whatever change is made, we make it retroactive to first payroll Monday. They may not know that there can be a lot of back and forth. An opportunity for the department, they should be the ones informing their employees.

LG Janitorial services.

RA You could not get enough people.

PM Correct.

JP Is it an active recruitment?

PM I do not know, but usually it is just one opening.

RA Like temporary workers? They had staff with contractors, measuring buildings and getting quotes.

PM They may be contracting out that one but not every facility.

RA Not enough people.

SV Well, it is a trek out to fleet. That takes time. They can tend to their facilities closer in.

PM Do not have to pay a contractor premium. We can assign staff to do certain ones to provide 25/7 coverage when we need it. I like having our people. We have had a lot of turnover, a handful that have been there forever, but then a lot of turnover.

RA At fleet, they were planning to sub it out but we are getting really good service out there.

PM Not one to get rid of jobs.

RA These are good union jobs. I want to protect my bargaining unit.

TD They do a great job at public works.

PM We do contracts by the year. The pay range, we are competitive. A little over \$15 and the market is below that.

Gary has done everything for recruitment.

RA If the market supported them accepting applications, would you look at bringing them back?

PM Yes, we are only looking at one.

TD We have had a steady staff at ours. Always an excellent attitude.

RA Do you know who we will work for? You are under the authority now, the GRU members. What are we doing when we bring something here? Is the authority involved?

BG With IBB or ordinances, everything existed before is still in place until it is changed. What will continue? What will change? At the end of the day, the City Commission having control over GRU, we are making progress to change that. We are intertwined. The last meeting we presented more than 30 ways with service level agreements. GRU and GG work together. I am curious as to the current bargaining contract. It is to the end of the year. But what after that?

RA Another 3 year contract. I am expecting this to separate. Then to have separate bargaining units. Authorities made it clear they want control over their finances.

LG Still operating as a joint management team. The final decision would come from the board. To further complicate, the bill impacts the unions. Your recert date is August. It falls within

bargaining the new agreement. Mutual interests here, make a decision to split off. Then GRU management will have to plan. We wanted to get an understanding with what you all are thinking. To me, it restarts the clock if you choose to split off. We put it out there to talk.

RA Since our meeting with the board, I am still flying in the blind.

SV You met with a member of the board.

RA We didn't leave there with any consensus that things were going any one way.

BG When you guys met with Chair Carter, Tony was there. You guys were going to PERC and requesting to separate the units?

RA The take we got was the attorneys were working together on that. Nothing is getting done or said. Moving into bargaining with two different units.

SV I think you need to split, the utility authority is not looking out for the best interest with your employees.

LG I spoke with Michele Martin. She indicated she spoke with your national counsel and there was a talk with working together. I have not heard anything else.

RA I was just wondering on the General Government side. I am also looking out of the GG side. It is not all GRU.

CW With this board, they are developing their own vision with how it should run.

RA Just trying to figure out how the methods will be. I am putting out phone calls to pressure people for answers.

LG I am fine with sitting down and talking with Michele. It impacts everything. It would be lovely to have some clarity.

RA It is cumbersome not having the end picture. Are ideas going to the board?

BG Yes. It used to be the City manager and General Managers. I would anticipate the things that come would start to communicate to the GRU authority.

SV Yes, you could do a single contract for both. Do it now and then different compensation models. The cores are largely the same. And I would think they would remain largely the same.

RA Do we know a game plan with a schedule for bargaining?

LG We have been working on the possibility with CWA. We have to exchange opening letters by June 30. I am not sure how much we can really offer. We are in the process that we are putting together things we want to open.

RA It is hard to begin negotiations when the money changes.

LG We do not have true answers on the money. The board and commission have a meeting on the 28th. They have discussed eliminating the GSE and that would have a horrible impact. We are also scratching our heads about things. Watching and waiting.

RA Any hopes with this meeting? If we have issues, job related issues at GRU. Do we talk to you?

YC I am the liaison and work closely with HR.

BG Yvette is taking over Cheryl's role.

LG We still provide to GRU.

BG Right now, you are putting anything together to peruse PERC?

RA Not exactly. I really would like to know more. I will have to make calls and I usually have to stir up a lot.

LG I can talk with Michele. But the authority like to rely on their counsel.

RA I hope Scott Walker and our attorney are talking.

BG We may not be far along in the project. Walker is filling in a gap. What has to happen, when we get the RFP fulfilled we have to figure out the roles and responsibilities, the legal reps of the authority. What are the scopes of the City Attorney's office now? I do not see that settled out until April.

CW We move forward with bargaining, the City Lawyer is looking into this. We know how the board feels about this.

LG You raise a good point, until something is settled both boards have to agree. The fact of the matter is, we are operating as City of Gainesville employees. The board has shown they do not want that connected but our City Attorneys have shown there are ties together.

BG The meeting on the 7th, we provided all things intertwined and collective bargaining was on that list. Fleet, HR, IT lots of interconnection.

LG What we have to constantly remember, two boards. Mom and dad and 2400 children. We want them to get along. They are intertwined. To undue them is complicated.

LG Good meeting. Looking forward to more discussion.

CP Informative and good.

CB Good meeting. Thank you all. Coming together is important.

PM Good meeting. Divorce sucks. Huge benefit with GRU and GG working together.

SV Good meeting. The IBB process works if you let it.

JP Good meeting.

YC Good meeting.

RA Good meeting.

TR Good meeting.

CW Good meeting, we covered a lot.

BG Good meeting. After the 7th, I am encouraged more than I have been in the past.

TD Very informative. I have notes. It flowed well. A lot of challenges to be addressed. All hands on deck.