

IBB Meeting
September 11, 2023
3:00pm-5:00pm
HR Training Room

Facilitator: Laura Graetz

Note Taker: Lindsay Lowery

CWA Representatives: Robert Arnold, Robby Matheny, Archie Harris

Management Representatives: Phil Mann, Cheryl McBride, Tiffany Watts-Chestnut, Torrey Richardson, Scott Holowasko, Brett Goodman, Heather Mitterer, Steve Varvel and Melissa Jones

In Attendance: Chianti Powe and Jenn Powell

Agenda

- **SPTTP- pay increase effective dates**
- **FRS change- 8 year DROP**

Discussion

- LG Welcome. The sign-in-sheet is going around, there are 2 items on the agenda but we have a few others items to clear up. The Supervisory PTP and the 8 year DROP. Wanted to give you an opportunity to talk. At the last meeting once of the topics was the differential pay for SEC. I have the MOU ready to sign. Melissa is also here for any other questions about that.
- RA We didn't get any bad feedback about that.
- *MOU signed
- LG The other item is a carry over, we were asked about additional union visits. We will go through the first two first. Mr. Richardson...
- TR Changes to the SPTTP, there's some ambiguity between the two programs. Either that Monday or if the SPTTP then they get the increase that following pay period. We looked at the idea to streamline the process. Nothing really changed but that. Supervisors will get it backdated to that Monday.
- SH If it is between that first week of the pay period.
- TR Effective date 09/04. Increases can go back to that date.
- RA Well I can't think of an argument for that.
- LG The next item is a question about an 8 year DROP.
- RA What is the benefit?

LG It gives employees 3 more years to be retired but have that time. We did negotiate this with PBA, FOP and IAFF. It was cost neutral. That is the high-level gist of it.

RA Difference with the Police and Fire, it has an impact on us. The Governor sent a Bill 256, may not be a Union because they are retired?

JP I've heard that.

SV I don't think there are that many DROP participants.

JP Giving an optional 8 or 5 years?

SV The term is the term.

RM Moving from 5 years to 8 years. Try to re-introduce that for our new hires. They don't have a DROP option.

SV People hired after October 1, 2012. 18 years away. It is cost neutral to the employer. When you are in the DROP the employer no longer has to contribute to the retirement. Neutral to the plan. For those of you who were not around 2011 or 2012, Management did not propose to remove the DROP.

RM I can't see us proposing that.

LG Answered the question?

SV They did it for specific positions. Not a broad 8 years. Targeted where they are having retention issues.

RM To give an option if it's cost neutral.

SV I'm not opposed, we made it optional to current ones if they wanted to extend it. It doesn't happen as often in the general as it is in Fire and Police. They had more people crashing to the top after that pay study.

A GPD, they are still able to get raises in the DROP?

SV Yes, if the pay range moves.

RA I would like to take that, go back and talk with some people.

SV From our perspective, do we need the retention?

Keep in mind, you don't get to decide who extends their DROP.

RA I know in my group it will open up some issues with people. When Shawn comes in, why can't my people in the DROP not get raises? Police and Fire can. I don't know. I need to go back to our hall. That can change out how resources get allocated.

LG The other item I was asked to add was about CWA visits. So I've had a chance to talk with the management team. The consensus was between now and the end of the calendar year. Come up with two dates for each operational department. Maybe October, November and December. Melissa who was just here, they are in an outage in

October, so things like that. We will work with them to talk about specific dates and times.

RA Two visits?

LG Per department.

JP EOC, we had 8 people show up. Some people were instructed that they could not tell others that CWA was there.

LG I'd encourage the use of the boards and have your union stewards post on those. I get you are going to hear a variety of things. I think management is going above and beyond to fine time. You all can communicate that on the bulletin boards.

JP I was asking, at those locations I don't know where those boards are. I've barely had any contact with these large places. Deer Haven, our steward updated that one. At EOC, we don't have a board there that I know of. You are right, some people did notify them and say EOC, and I heard very negative stuff that was said. Just that we are going to be there. People will decide to come or not. We had a better turnout at the places where management said CWA will be here. For some reason people don't always get our emails, but they get yours. We saw 15 people at Springhill, but 8 in two visits at the EOC.

RA Jenn, any issues with access? Fighting for our lives right now with the State. They also turned us into bill collectors. A lot of people are still not good on dues. We have a whole new array of complications. There is going to be a big transition. We have to sometimes walk them through it. What could we do to work with you guys? Contract says breaks, lunch, before and after work.

JP Some of the plants, they take a lunch at a staggered time? Shift change? Library and Gainesville Housing, we bring food and people come. Then we have a conversation. Or even when we come here and at City Hall. We had a decent turnout. At the 5:30am and 6:30am, who is really going to come in early or stay late?

RA Looking for a way to have exposure.

JP Library we go from 11 to 2. When they take a lunch they come by. Those times aren't the easiest.

BG So lunch in the venues are a struggle. I don't want to have a common area for lunch, they have the right to be there and not be disturbed.

RA Alternative locations than the lunchroom?

JP I'm in a meeting room at the library.

SH EOC and Springhill, arrive in the morning and they catch lunch wherever they are and they may not come back during the day.

PM Same with Public Works.

LG The other thing management discussed. If you all decide to take a space at building 7 at the EOC. We are open to putting a sign up in the median the day before. As a management team, we reached back out to the ones about dates and times. We will send that to you with the dates and times. I strongly encourage you all to lean on your union stewards to help get the flyers out for you. As it gets closer you can put a sign out.

RA News on the utility board?

LG The better people to ask about that are Brett and Cheryl.

BG Still undetermined on who will be on the board. There is a hearing on the 22nd.

PM How are your numbers looking?

JP They are coming in slowly and they have to get them in by the end of this month. Ones who don't pay will be dropped. We have until August now.

RA When you recertify. There are certain established dates for locals.

JP We just recertified. So we will recertify next August.

LG Unfortunately CWA wasn't the intended target between this. Between GRU board and this, we could all agree we would like things to be settled.

BG Does your recert cover the Supervisory Unit?

LG As I mentioned, we will work with operational units for dates and times.

Assess the meeting?

SH thank you for being efficient on time and sticking to the agenda.

CP Very productive.

JP Good meeting.

TR Good meeting.

TW Good meeting.

AH Good meeting.

RA Good meeting.

CM Good meeting.

RM Good meeting.

PM Good meeting. A long way to go on some things.

HM Good meeting.

BG Good meeting, hopefully we can find some way to settle these waves.

