

IBB Bargaining Meeting-GG

01/27/25

HR Training Room

Union Representatives: Tom Douglas, Robert Arnold and Jenn Powell

Management Representatives: Steve Varvel, Laura Graetz, Phil Mann and Heather Mitterer

Note Taker: Lindsay Lowery

Discussion

- LG Continuing our bargaining. We regrouped from a management prospective. Do you want me to go through our outstanding? I know you have some as well.
- RA Premium pay for disasters. See if we could chew on that a little.
- LG We also have that on our list. We can discuss it.
- RA You all might want to reduce the standby salary and we advised against that. One of the big things, what do we do in a declared emergency. If you are not on alpha/bravo. Put maybe one person on standby to hold the fort down while others are home. Maybe an incentive.
- TD At Public Works, those are standby, extra compensation. I know we talked about how to fund it, FEMA did not. I hear about it every time we have one of these. Hopefully some additional compensation.
- LG Can I ask a question? City out of abundance stated declared emergency. As it turned out, we didn't get hit. I know Public Works asked their people to come in. Yes, it was freezing but no danger. What happened to those?
- TD We were released at 10am.
- RA Fleet, we stayed. What if it had iced roads or a hurricane? What happens, whole idea is to mitigate risk. If I spin out and destroy my car or are injured? If it is not safe, everyone should stay home. I am not looking for a holiday for a declared emergency. If they send everyone home and we can hold the fort down. He is driving a City truck and can get the standby pay. If we need some help. It is about safety. If we do have a guy get in and standby, we just think there should be a difference in pay.
- LG You talked about Fleet, one person.
- RA Not just one, differential pay for those who are in there for elevated risk. That is not outside of the normal. In Fleet, the way we pick ours, who go out on mutual aid. Beginning of the year, there is a standby, we have a one-week mandatory and 2 weeks trade off. If you have standby

and sign up for it, you do not know when the next hurricane will come. If a declared emergency happens in the week you signed up for. You should still get that pay.

PM I understand.

RA We had a guy on call the last hurricane and he didn't get the standby pay because it was a declared emergency.

PM I am 99.98% certain. State of emergency is 7 days unless the Mayor writes an order to terminate. When we go home, that standby person goes back to being on standby. To my knowledge, we have always paid it unless there are people here.

RA If the Mayor or whoever, a cool day or ice age coming down. If you are taking a measure of risk reduction and sending everyone home. Why wouldn't standby be a good option? If you can't work in it, not a whole crew there.

LG Even if we don't send them home, there's a certain threshold to meet for FEMA. It is not a given. That is not factored into it. Being a part of the emergency calls and I will use the hurricane as an example. If we know we need personnel here, we work hard for a time to get them here.

PM When Hilene went through last year. 7am and 7pm. 7am projections would be in height. If you come in at 7am then you are staying until the conditions are better.

TD At Public Works, when we get stated emergency, we don't know which positions, so everyone comes in.

LG That might be handled at a department specific level. Blue sky and grey sky roles. If those can be assigned ahead of time. You would automatically be signed a role.

TD We know no one in parks came in. We've usually been there 12 hours before the event. Fleet, they support us and GRU.

PM 3 traditional. Police, Fire, Public Works and Fleet to support. Then you bring in what you have to have.

Part of the reason we keep people. If we let people go home, who live in adjacent counties and they cannot get back. That is why they keep us overnight.

RA If you are going to have a portion of the crew there, throw a big tip for them. That incentivizes them to sign up for standby that week. Standby guy. The one who signed up in January to be on that specific week. Unless you make it mandatory.

TD First 40 is regular time, until you meet over 40. That is my number one complaint.

SV Here is my solution. If we are closed, allow people to use leave if they are not having to work. Then there is no, it is not fair. Guess what all of the students have to do? Make that day up. That to me is the solution. Then there is no, it is not fair.

PM The issue I always heard. Wasn't getting something additional. The 4 of us worked and they stayed at home and we got 8 hours of pay. They either telework or take off.

RA The point of sending people home is for safety.

SV But it is okay to burn our taxpayers PTO?

RA What I am suggesting does not cost them anymore. You budgeted that in January.

SV Is the solution, either standby or the pay they worked. If the solution to pay the ones who have more or pay for the standby.

RA If you are not used and brought in, you zap that. They will make you the overtime on it anyway. Just because it was a state declared emergency. It was already budgeted, but because of a declared emergency.

LG I think part of what you are talking about. A lot of chatter over some of the declared emergencies with the language saying the labor agreement is suspended. If you read through, it does make mention wage is still allowed for. But for practice. The practice has been not to pay standby in the state of emergency. But with the example you gave, that is the first. But with payroll, that is how it has to be done. If someone is asked to be on standby, then the practice.

RA We shouldn't get rid of the carrot.

SV I usually do not have a problem with their actual work. But how things are not fair. We want what other people got. It is not the standby, I signed up in good faith. Pay me for the time work, pay me. That doesn't bother me.

RA That is what I am talking about.

SV Payroll doesn't have the authority.

RA If we are working as essential personnel in this storm.

SV I do not have any beef with that. If this is a practice. I am shocked this hasn't come up.

RA When Workday was established, it reeled in a lot. Computer doesn't make a judgement call.

SV Then it was made at some level that didn't have the authority. It was don't without consultation.

RA If you have this group home and bring another in, at what point is it not safe to bring those in and let them stay home.

If you can use PTO during declared emergency, who makes that call?

SV I was talking about folks who do not have essential roles.

LG Noted and we were working on that policy anyway and made a note to get with those payroll folks.

We will be prepared to bring something to the next meeting.

TD Something we talked with. Boot allowances. Vendor does not provide boot allowances. Police Service Techs have leather allowance. Those in drainage buy a few each year. Something where it is mandatory, a supplemental. Something easier to track if it was a set amount on a specific date.

SV I hate to do this. What article are we discussing?

LG 24.3 We are happy to consider a proposal. If you all can provide language.

RA Under interpretation. Writing in contract...when there is a uniform allowance, left over you can use that money to get shoes. There is no designated vendor to get the shoes.

LG We just need to confirm the process and who owns it.

I can give you updated for some of the ones we have. I can bring a proposal for next meeting. There is one pot of money.

RA Standby and boots are already there. I have not asked for any more money. I will really ask for it in Article 34.

LG MOU with executive VP. I need to get the draft in the legal format. We don't have language for, the union stewards and activity. Desire to add participation in new employee orientation. When you were trying to get awareness and info out to folks. Outside of the Thomas Center. Do you do that regularly?

JP Yes. The weather has been affecting that. We now have a conference room.

LG With new employee orientation, there are people from all unions; they are getting tons of info thrown at them. If you want the table outside.

JP I have not been tabling there. I have 10 minutes in new employee orientation. I call out all of our names. Then I hand out the paperwork.

LG Is there an additional ask?

JP I haven't had any complaints.

It isn't the contract. Just that we have access.

LG PTO in lieu of suspension. If there are times when it wouldn't be a possibility. Department head would have sole discretion. We can state the no go. But I do need to run it by Legal.

RA Before someone says, well he was able to get it. Why can't I? Before that happens. Then you can say, no you can look at the contract. Then it creates more friction. It was a suggestion.

JP I talked to some who have had that and they both said they would.

SV Pause on creating a list. Finding where all things are equal.

LG We had a lively discussion about it.

TD If dismissal is an option, it doesn't apply.

LG We are still talking through that. We also want to give the flexibility to our folks.

RA One specific issue. Brining up philosophy. Paying someone, and add to their job description and no job audit and no out of class pay. What do we do?

JP GPD Teleserv Operator.

RA Duties add onto it. Do we ask?

LG Department head should bring that to our attention. We have a standing meeting with GPD on a monthly basis. Department says, we've added some job duties or this job has changed. So an audit and see. They will bring that to us. There is a committee who reviews it. Determine and is it substantial enough. Once job audit is done, review to see if the changes are enough to justify the change. Not always adding more duties. We relay that back to the department and see what the final decision is. I'll work on language for sunset. Lindsay will check the email for confidential and I will also work on the language for the MOU.

RA 17.2.5. Double Time if you haven't had the consecutive 8 hours. If you have it written in the contract, even if you aren't using it. That is their requirement. An agreement in place before the disaster.

SV FEMA does not reimburse any organization at 100%/ They do 75% and the state does 12.5%. When I hear FEMA reimbursement. It is a shared burden. Part of it is to ensure that the expenses are reasonable and rational.

I kept having to do overrides for food. If it is going to be paid, yes it has to be in the contract. We have it under advisement, but no response today.

JP Good meeting.

SV Good meeting.

PM Awesome meeting.

LG Great meeting.

HM Great meeting. Awesome working with you, Robert.

RA Good meeting.

TD Good meeting.