

Today your bargaining team met with the state mediator as we continued our negotiations.

We did reach tentative agreements for the Nurses Unit for the following articles:

Article 2 – Management Rights

Article 7 – General Provisions

Article 8 – Selection/Promotion

The Union provided the County with economic proposals for both the Nurses and General units.

We provided them with what's called a "mediation proposal" for wages and insurance. A mediation proposal allows the parties to explore options to get to an agreement without holding each other to the proposal. This is often a useful tool. Your union proposed a 3-year proposal to catch members up in accordance with the AFSCME Classification and Compensation Study. This was for both the Nurses and General unit. We have not heard back from the County yet. At the end of the day, the union made a decision to declare impasse because it was clear we were not going to get to an agreement over compensation and insurance. It was impossible to reach an agreement today because the County will need to discuss our proposals in executive session with the County Commissioners. Our proposal for insurance was predicated upon both units being caught up to the AFSCME Classification and Compensation Study results. Your Union's mediation proposal was for members to pay \$20 per month towards their insurance premium. The proposal also included a \$20 deduction from the premium each month for members who complete the annual "live well" health risk assessment.

It was obvious we had to declare impasse because we are so far apart in our economic proposals. We are still working hard to reach an agreement. We do have additional days scheduled for mediation – September 18 and 27.

Next week we have Communication Action Team Leader meetings scheduled:

Tuesday, September 12, 2017 at 6:30 pm for the Nurses Unit in the WIC Classroom on second floor in the H&HS Building

Wednesday, September 13, 2017 at 6:00 pm for the General Unit in Room 258 in the H&HS Building.

Pizza will be provided for both meetings.

We have meetings schedule for all members the following week:

Tuesday, September 19, 2017 at 6:00 pm for the General Unit at the Plumbers and Steamfitters training center in Springfield.

Thursday, September 21, 2017 at 6:30 pm for the Nurses Unit at the Roaring Rapid Pizza in Glenwood.

If you have any questions and concerns about bargaining, please contact a bargaining team member. We are happy to answer any questions!

In solidarity,

Bargaining Teams:

**General Unit:** LaRece Rivera, CA; Pat Dotson, HHS; Brad Carpenter, TS; Lori Green, PW; Nick Alviani, HHS; Connie Perry, HHS (Alternate)

**Nurses Unit:** LaRece Rivera, CA; Pat Dotson, HHS; Christine Yonkers, HHS – CHC; Jenny Young, HHS-CHC; Charity Aguirre, HHS- CHC;

