

UPDATE TO THE EMPLOYEES

We have received good news from Payroll that they will be able to implement concessions sooner than expected. As we discussed during the general membership meeting last Wednesday, this means the amounts of the concessions will be reduced from what was originally presented.

The new reduced numbers are:

Non-Supervisory

Wage Concession: 3.44%

Pre-Tax / Medical Concession: \$82.58

Supervisory

Wage Concession: 3.34%

Pre-Tax / Medical Concession: \$110.70

The wage concession is per pay period and will expire when the contracts end, June 30, 2010.

These numbers have been updated on the spreadsheet located on the WCEA website. All the glitches in the spreadsheet have been corrected; it is correct as posted. Everyone should go to the website (www.wcea.us) and enter in their annual salary to find which option works best for them.

We have had questions from members regarding the numbers. As was suggested during the meeting, a Question & Answer sheet will be put up on the website to answer any questions from members. In addition, a couple of the questions will be addressed in this letter.

The biggest question that we have received is why the numbers are different for each bargaining unit. Originally, we wanted to average the numbers so that they would be the same for everyone. The problem is that legally, we must count votes separately for each bargaining unit. If the two bargaining units were to vote for different concessions (one for wages, the other for medical), the averages will not make up the total amount required. Therefore, the numbers had to be calculated separately for each unit. This is not ideal, but there is no other option, as bargaining units do have the right to vote separately for their choice of concession.

Another question we have received is why the non-supervisory wage percentage is higher than the supervisory. Due to the need to calculate the bargaining units separately, the values had to be **calculated based on the total labor costs of each unit**. As the County Manager indicated in her email several months ago, each bargaining unit was required to come up with a certain percentage of their total labor costs. That was then divided amongst the number of employees in that unit to come up with the concession amount. While the frustration is understandable, these numbers are correct. It should also be observed that the reverse of this is true for the medical concession – it is substantially higher for the supervisory group.

While it is never desirable to give concessions, please remember that much was accomplished this year. Our post-97 members now have a retiree health benefit. In addition, we held fast in negotiations and were able to ensure that all other Associations would give concessions this year based on the same formula that the WCEA is.

By all the associations being a part of the coalition, it helps employees that work in departments with multiple associations. If one of the associations pull out of the coalition, it will affect only those employees within that particular association.

We also cleaned up several pieces of important language in our contract, including the right of our members to keep missed merit increases as far back as the mistake was made.

We will have to vote on changes to the articles in the contract, but we have agreed with the County to allow 90 days to work through Article 24 (Layoff Language). Once we have completed the changes, a ballot will be sent for a vote. We did not want to hold up any longer on the WAGE concessions to avoid being hit with larger reductions on our paychecks.

We do understand that some of these issues are complicated and welcome questions so that we may update the website with answers to the most frequently asked questions. Bear with us as we work through these issues with you. Please take the time to review the website, use the pay estimator spreadsheet, and send in your ballots no later than Wednesday, July 21, 2010.

Thank you for your patience.

The concessions.....pre-taxed medical **or** wage are per pay period.

The concessions.....pre-taxed medical **or** wage are for the **2010/2011** contract only. They are not permanent.