

Answers to some commonly asked questions of the WCEA office and Board

1. Based on the current negotiated contracts how will my pay change on July 1, 2011?

As of now based on the current contract ending and the current concession sun setting, non-supervisory personnel will see their pay reinstated to their June 30, 2010 levels, an increase of 3.44%. Supervisory personnel will see their pay reinstated to their June 30, 2010 levels, an increase of 3.34%.

Per NRS, all employees are required to share any adjustments in the PERS contributions made to their requirement, any increase or decrease is split 50% between the County and the employees. Therefore the PERS contribution is being adjusted by an increase of 2.25% on July 1, 2011. All employees will be seeing their pay decreased by 1.125% by the second pay period of July, (PP 15-2011) to meet the 50% match.

2. Is the PERS increase a portion of the percentage pay concession asked for by the County?

No, the PERS adjustment is in addition to any wage or employee benefit concession asked for by the County. This adjustment is outlined by NRS.

3. Why did the concession requested by the County go down?

The Health Insurance Negotiating Committee agreed to changes to the County provided health insurance. Co-pays were increased, and these changes lead to the overall cost of the provided health insurance cost to the County to be reduced. Those savings were then taken into account with relationship to the total concession asked for by the County.

4. Why does the County Manager continue to make it appear in the press releases and emails that the employee wage/benefit concession is a done deal? Doesn't this have to be negotiated?

The BCC has accepted the four-part approach to balancing the County budget, one part of that was the employee concession which was included in the budget for balancing purposes. Any concession needs to be negotiated by the labor associations and any proposed deal will be voted on by the members.

5. What is the status of negotiations?

WCEA has formed a committee to begin the process of negotiating with the County. This committee has been made up of member volunteers. From this committee, a negotiating team will be formed to work with our attorney to come to an agreement with the County. This committee is meeting on a regular basis and using the survey

result from the membership to draft a negotiating position. Furthermore, WCEA is not rushing to the table so that we may make the best informed decisions for our members. All the facts need to be considered, including the impacts from the OEC, the proposed 10 and 25% reduction plans and the final outcome of the State Legislature.

6. Does WCEA have representation at the Legislature?

Yes, WCEA has dedicated their Executive Director full time for legislative and lobbying activities. Furthermore, WCEA has employed a part-time staffer to help track bills, research opinions and relay information and points to testify on for all bills that may impact public employees. Additionally, WCEA has worked with a coalition of other public employee associations and unions to present a united front, which has been successful in protecting our retirements and many other collective bargaining rights.