

July 5, 2011

Dear WCEA Members:

Some significant events have occurred in the last week, and the Board of Directors wants to communicate information about these events. We would prefer to communicate this information in person to allow open dialogue and questions, but unfortunately meetings always have very low attendance. The information is critical to our future, so it must be disseminated to the members. To thoroughly explain the issues, this communication unfortunately will be lengthy, but it is imperative that you know what has transpired.

As you are all aware, WCEA conducted a vote last week. It seems there is some confusion on the subject of vote. We were not voting on the 2011-12 contract, as official negotiations have not even begun. We are waiting for the County to provide additional information that is crucial to the negotiation process, and the formal negotiation process for the 2011-12 contract is scheduled to begin in a few weeks.

The subject of last week's vote was extremely limited in scope and is clearly defined in the attached agreement that was signed by our attorney on behalf of all WCEA members after the vote was conducted and counted. This agreement has been termed an interim agreement as it is only in effect until the 2011-12 contract is settled. All parties are aware that the date at the top of the agreement is incorrectly listed as 2010. This error is being corrected.

As communicated last week, the majority voted in favor of the attached agreement, so our attorney signed the agreement and the Board of County Commissioners accepted the agreement. Subsequent to all of these actions, a very limited number of WCEA members, less than 1%, decided to file protests and grievances regarding the vote and the way it was conducted. After receiving the protests and grievances, our attorney and staff reviewed the by-laws and complaints. The Board of Directors met to discuss what action, if any, to take at this time. Legally the vote can stand as taken, but to address the concerns of those who filed the complaints and take a pre-emptive approach against some very lengthy and costly plans levied by those filing the complaints, the Board of Directors directed our attorney to rescind the attached agreement. The County was notified on July 1 of our intention to rescind the agreement.

At the time of the counting of last week's vote, the Board of Directors did realize that no mechanism was in place to separate the votes of the supervisory and non-supervisory groups. This was an unintended oversight that was discussed by the Board and reviewed by our attorney. While this separation of votes by group typically has been done in the past, the by-laws are silent on separation of votes. For the interim agreement, the division of the two WCEA groups could cause a myriad of difficulties and have unforeseen ripple effects, so the votes were counted and reported as one body.

The Board of Directors has moved to conduct a new vote of the membership on the same agreement. This time the vote will be done in a very methodical, specified format that follows the old voting procedure as outlined in the Association by-laws (Article XIII, Section 5C), and the votes of the supervisory and non-supervisory groups will be clearly separated. This voting format uses mailing of pre-printed ballots that are counted by a paid accounting firm. The Association will incur a cost of around \$4000 to conduct this vote, which is one of the main reasons we changed our by-laws to allow

other voting formats. Unfortunately, this old voting procedure has built-in time constraints that do not serve us well when the County issues deadlines for answers, which is yet another reason why we chose a different voting format. The bottom line is that voting is your right to make decisions for yourself, and the Board wants you to have the chance to make these decisions. Based on the complaints received, the Board of Directors decided it was in the best interest of the Association and its members to conduct a new vote using the old voting procedure.

We are now waiting for the County's response to our intention to rescind the signed agreement, which in itself can have far reaching complications. Once we receive the response, we will proceed with either a vote or another course of action based on the County's response. If a new vote is conducted, the relevant dates will be conveyed in a subsequent e-mail, but the most important date is Friday, August 1 when the results of the new vote, if conducted, will be disseminated.

The Board of Directors recently has been accused of many horrible and evil things, most of which are so ghastly they won't be repeated here. Our in boxes have been flooded with e-mails over the past week. The intentions and efforts of the Board of Directors truly are not malicious, underhanded, pre-conceived, ill planned, or covert. If anything, our intentions and efforts are painstakingly the absolute opposite of all of these, as was the case in the recent vote where we afforded the opportunity to hear the voice of **all** members before making a decision critical to everyone. We understand that this is a very stressful time for most of our members. All of the Board serve in a volunteer capacity and most are spending numerous hours of their own personal time each week to protect your job, wages, and benefits. Please remember that the Board of Directors are County employees, each with a County job for which they are accountable. In fact, the County job of one of the Board members is slated for the first round of layoffs. Our jobs, wages, and benefits are in the same jeopardy as yours.

The Board of Directors is dealing with one other recent issue. Some of you have been made aware of this issue, some have expressed opinions, and some have asked questions. Others may not even be aware of the issue. The Board is not ignoring the issue, your opinions, or your questions. There are proper and improper ways to handle issues. E-mail is not an appropriate venue to discuss, debate, or investigate any issue. A plan of action is in place and when the matter is resolved, the results will be conveyed to the membership. Any other approach would be unfair to all parties.

Thank you for your time, support, and patience,

The Board of Directors of the Washoe County Employees Association


TENTATIVE AGREEMENT ON CONTINUATION OF 2010/11 ECONOMIC CONCESSIONS

June 28, 2010

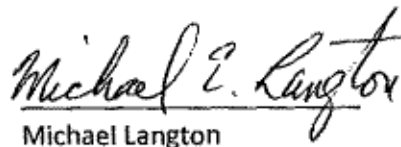
Washoe County, hereinafter referred to as the "County", and the Washoe County Employees Association, hereinafter referred to as the "Association," agree to the following:

1. The Association and County agree that pending completion of negotiations and any required impasse procedures, Association members agree that the temporary wage reductions negotiated as part of the concession agreement signed on June 18, 2010 of 3.44% for the Non-Supervisory Unit and 3.34% for the Supervisory Unit shall be reinstated by the County effective July 4, 2011. The agreement covering 2010/11 year appears at ATTACHMENT 1.
2. For employees leaving the organization on or before September 30, 2011, eligible leave payouts will be made at the restored rates adjusted for the July 18, 2011 1.125% reduction related to the sharing of the PERS contribution rate adjustment. Leave payouts for employees leaving the organization between July 1 and July 17, 2011 shall be at the restored July 1, 2011 rate.
3. This interim agreement shall not affect or prejudice the Association's position in negotiations. If negotiations result in concessions of lesser value than those made through this interim agreement, the parties will reach agreement on the dollar value of the difference as well as a means for making unit members whole for that difference.
4. This agreement is subject to ratification by the Association membership, and approval the Board of Commissioners, on or before June 28, 2011.

FOR THE COUNTY:


Mark Gregersen
Date 6-28-11

FOR THE ASSOCIATION:


Michael Langton
Date 6/28/11