

## Bargaining Alert April 20, 2007

Our SFOCRA team (Joe Vickstein, Debbie Neville, Maura Baldocchi) met with the Court team (Cheryl Martin, Neil Taniguchi, Linda Harris) on April 19.

We presented the non-economic proposals that had been agreed to at our last membership meeting: job sharing pilot project; updating our no-strike language to be in line with Local 21 MOUs; fair share fee/agency shop based on our high membership numbers; receive annually an update of Court Reporter assignments and status (permanent or temp) and some record of the number of employees in disability status; binding arbitration for suspension/discharge grievances; one year term; correction of typos. The Court will respond to these proposals at our next meeting.

We stated we would be making proposals on: a base wage increase as well as increases for Realtime Certified and Qualified premiums; reinstate a step structure based on time as a Court Reporter; health plan cost control; and ergonomics.

We reserved the possibility for making proposals based on the grievance procedure; unpaid leave; and facility upgrades.

We also introduced two discussion items: training/education and retirement. For training/education we brought up the need of Livenote tech support and the possibility of having Saturday classes for things like Realtime. The Court expects to come with suggestions for Livenote tech support at the next session.

We had a long discussion about retirement. We cannot bargain retirement at the negotiating table – we are tied to the City's system which requires a vote of the County residents for a change. Such a vote may be coming early next year. City government appears to want to tie retiree health benefit costs to the retirement issue. (Recent changes in regulations for reporting funding for retiree health benefits go into effect in 2008 and may change how the City handles funding for these benefits. This in turn could trigger changes in how much money the Courts receive from the state to pay for retiree benefit costs (negative impact.)

**Next membership meeting: Wednesday, April 25 – 400 McAllister Room 509.** We will finalize the wage proposals. It is also our last opportunity to discuss any additional proposals to be added to bargaining. So come!

Next bargaining session: Thursday, April 26.

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Note:

The problem some members experienced getting their dues deducted from their paychecks was tracked to a glitch in the City's computer. It impacted people who joined in recent months only. You should not now be experiencing difficulties. If you still are, call Labor Rep Kim Waldron at 864-2100, ext 126.

COCRA dues have been paid. If anyone experiences trouble in this area, call Labor Rep Kim Waldron at 864-2100, ext. 126.

Who is on the full bargaining committee?

Joe Vickstein, President  
Debbie Neville, Vice President  
Maura Baldocchi, At Large Board member  
Karan Held  
Tamra Keen  
Carlito Mandia  
Janet Pond  
Nici Rodich  
Teanna Ward

(see over)