

LVCEA Concession Proposal

Dated May 17, 2010

The proposal is for FY2011 and FY2012.

- 1) Wage Concessions:
 - a) The LVCEA will agree to no cost-of-living increase.
 - b) Any step increases to be awarded will be 2.5% with the remaining 2.5% deferred and added at the end of the salary step advancement.
 - c) The LVCEA will agree to no sick leave bonuses.
- 2) The City shall implement a 38-hour work week by having employees work four consecutive 9 ½ hour days. 96 of the 104 hours in reduced work per year will be treated as a furlough and thus not adversely affect PERS benefits. Under this option any AWS schedules shall be suspended for the duration of this shortened work week and shall be reinstated upon expiration of the shortened work week.
- 3) Effective June 2010 any increase in the current PERS rate will be shared by the City and the employee, each contributing 50% of any increase.
- 4) Classification and Compensation Study – The City shall not implement this or any other such study during the contract term.
- 5) Flex Grievances - The City shall settle any grievances or parts of grievances pertaining to flexing in favor of the LVCEA.
- 6) Restorations – The City shall restore 150 of the LVCEA positions from the Tier 2 and Tier 3 layoff lists.
- 7) Employee Assistance Program – The City shall work with those employees requesting assistance with financial aid relating to mortgage and debt related assistance.
- 8) This provision affects the ratio of LVCEA employees to appointive/executive employees. Any Tier 3 layoffs or thereafter shall have the result that the ratio of LVCEA employees to that of appointive/executive employees shall not be greater than the ratio that exists today.
- 9) The existing provisions of the current MOU that relate to appointive and executive raises not exceeding that of bargaining unit employees shall remain in effect.