

CITY OF LAS VEGAS FAILS TO TAKE ADVANTAGE OF LAS VEGAS CITY EMPLOYEES' ASSOCIATION CONCESSION OFFERS YET ACCEPTS OTHER BARGAINING UNITS' CONCESSIONS WHICH OFFER MUCH LESS

Las Vegas, Nev. - The Las Vegas City Employees' Association (LVCEA) questions why its concession offers to the City have been repeatedly rejected yet it offered far more than any of the other bargaining units. City officials originally wanted eight percent salary cuts from all the city employees in each of the next two budget years. The LVCEA offered \$16 million in cuts and only asked that jobs be saved. The offer was rejected, yet two of the four bargaining units (Las Vegas Police Protective Association (LVPPA) and Las Vegas Firefighters represented by IAFF Local 1285) had job saving language recently approved with their accepted concessions.

"The LVCEA feels that we have been more than fair at the table, and until the Mayor and City Council became irrational in their requests, a good majority of our members were ready to make concessions to save jobs," said Don King, president of the LVCEA. "The city said they would, under no circumstance, approve any job saving concessions, and now they just turned around and accepted IAFF's proposal of no layoffs and the LVPPA's proposal to receive six month's advanced notice for any future potential layoffs, with the last three months paid as severance. Why did they accept the other bargaining units' job saving concessions after they said they never would? This all happened after 200 of my members' jobs have been eliminated and more are expected to come"

City employees have been constantly threatened with layoffs, none of those were firefighters. Ten city marshal positions that were to be cut were salvaged when the LVPPA and the city agreed to concessions that eliminated cost-of-living and step raises for one year and reduced salaries by four percent.

"We offered twice as much as the firefighters did, and we were still rejected," said King. "What more should we ask of our employees? We believe that no matter what we bring to the table, it will never be enough."

The city initially demanded \$20 million from the LVCEA, \$1.1 million from the LVPPA and \$11 million from IAFF Local 1285 totaling \$35.2 million. The LVCEA's offer of over \$16 million was rejected, yet the city accepted concessions of \$900,000 from the LVPPA and \$6.4 million from IAFF Local 1285. The LVCEA and LVPPA were asked to sacrifice more per employee and actually offered the closest to the original city demand.

The city denied the LVCEA's proposal to waive COLA (Cost of Living) 3 percent for fiscal years 2011 and 2012 for a total of 6 percent, yet accepted the LVPPA's proposal to waive COLA for fiscal year 2011 of 3.75 percent and the IAFF's proposal to waive COLA for fiscal year of 3.5 percent.

Below is a summary of the LVCEA offered compared to what was accepted by the city from other bargaining units:

	Denied	Accepted	Accepted
Waive Cost of Living	LVCEA proposal to waive COLA (3%) for FY2011 and FY2012 (3%) for a total of 6%	LVPPA proposal to waive the FY11 COLA of 3.75 percent	Las Vegas IAFF's proposal to waive the FY11 COLA of 3.5%.
Reduce wages 8%	LVCEA offered a reduction of 50% (step increases reduced from 5% to 2.5%)	LVPPA offered to waive step/merit increases	Las Vegas IAFF offered reducing step increases by half in the next two budget years
	LVCEA proposed a 38 (4 days x 9.5 hours). This would be a 5% savings for FY2011 and FY 2012.	LVPPA proposed a base pay reduction of 4 percent .	Las Vegas IAFF proposed to cut starting salary of new employees by 5 percent.
	LVCEA employees continue to do more with less, as a result of five RIFS.	LVPPA proposed that warrants will be served out of D&E with a change in deputy city marshals job descriptions.	Las Vegas IAFF proposed increasing the number of "roving" responders to reduce overtime.
	LVCEA made offers contingent upon saving jobs, and were denied. 200 employees laid off.	LVPPA proposed six months advanced notice for any future potential layoffs, with the last three months paid as severance	Las Vegas IAFF proposed no layoffs. The city agreed not to privatize ambulance services during the two-year contract.

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The Las Vegas City Employees' Association is the recognized bargaining unit for Classified City Employees. The LVCEA is an independent Labor Organization run and operated by, and for, the Classified City Employees.