

LVCEA Offer to the City of Las Vegas

- 1) The LVCEA shall forego the cost of living increase of 3.0% for FY2011 that is mentioned in Article 14 of the collective bargaining agreement (CBA).
- 2) The LVCEA shall agree to 96 hours of furlough days per employee for FY2011. Said time shall be taken in whole day increments with the details of the program to be worked out through the work rule process with the voluntary furlough work rule as the guide.
- 3) The amounts saved through items 1 and 2 above shall solely be used by the City to reverse dollar for dollar some or all of the Tier II layoffs of LVCEA positions that are currently pending.
- 4) The City shall withdraw with prejudice the reopening of Article 20. The LVCEA shall forego reopening the remaining article it can reopen in the current CBA.
- 5) The City agrees not to implement during the life of the current CBA the compensation portion of the Classification & Compensation Study.
- 6) The City shall reverse its decision on the Flex Freeze grievance and grant that grievance, which is currently pending arbitration.
- 7) Sections 2 and 5 of the prior Memorandum of Understanding dated December 12, 2008 are negated. The City shall still have the right to undergo layoffs pursuant to Article 8A2 and Article 21 of the CBA.
- 8) When the current CBA expires in 2014, should negotiations over a new or extended CBA result in fact-finding or arbitration, neither party shall reference the existence of the MOU regarding these concessions and other terms nor reference any facts contained therein, without the express written approval of the party.

We would appreciate hearing from you by Friday, March 26, 2010.