

TPOAM Local Union Meeting
Monday, April 18, 2016

Roll Call: Kevin Clemens, President; Janet Chavez, Vice President; Dave Price, Secretary/Treasurer. Tom Traxler and Mike Woods, Trustees were excused.

Members Present: Ann Marie Armstrong; Andy Verheek; Deb Berkstresser; Anna Blackford; Jeff Richardson; Eric Entingh; Michael Jackson; Jeffrey Baker; Paul Ziedins; Gerard Akkerhuis; Peggy Bronson; & Holly Pietila.

TPOAM Representatives: Ed Jacques; Gregg Allgeier; & Tim Lewis.

Pizza and soda was provided by Ed Jacques. Alcoholic beverages were available at the St. Adelbert's Aid Society for those who wished to purchase them.

Ed Jacques reported that approximately 300/324 members have sent in their dues deduction forms (can't give exact figure yet because there may be duplicate forms that were sent in). Ed believes this shows a demonstration of trust in TPOAM and our local unit's leadership.

Ed reported that, despite some opposition from TPOAM Administration who don't want to be in the insurance business, we were able to secure Short-term and Long-term Disability Insurance through the Oliver VanDyke Agency, who is the same company that provided the insurance through the UAW. As a result, there was no lapse in coverage for those who were paying for this insurance, and premium payments will continue through payroll deduction as before. Ed commented on how supportive and accommodating the representative from the Oliver VanDyke Agency, and the County Attorney, Robert Chovanec, were in assisting with this process.

The Constitution and By-Laws for our local unit are written and have been submitted to the Executive Committee for approval/revision. Once approved by the Executive Committee, they will be made available to the membership to be voted on at a future meeting.

Dues deduction to TPOAM will begin on May 2, 2016.

Gregg Allgeier, Business Agent for TPOAM, introduced himself to the members present, and gave a brief overview of his involvement in the local unit, and the negotiation process with the County Administration.

Kevin Clemens called the meeting to order at 6:00 pm. Roll call of the Executive Committee members present, (as above).

There was no Secretary's or Treasurer's report, as this is our first official Local Unit meeting. A budget will need to be developed for distribution and approval at the next scheduled meeting.

Question & Answer Session:

Ed again reviewed the Long-Term and Short-term insurance available to members through the Oliver VanDyke Agency for those members who arrived at the meeting later.

Ed and Tim Lewis explained the value of having the extended criminal coverage available to members through TPOAM. This is a service available to all members for an additional \$5.00 per month. The advantage of this benefit to members is that if a member is charged criminally, whether on or off duty, the employee will be represented by a TPOAM attorney.

All of our Chief Stewards and Alternate Stewards have been in place, and have received training. To date, there have been at least three grievances that have been filed since we changed over to TPOAM, which have been handled by our Stewards and the President. However, just last week, our Chief Steward at the 63rd District Court, Lynn Moratell, recently accepted a position with MPP, and will no longer be a union member. We will need to find a replacement for that building asap.

The question was raised as to when the PA-54 higher insurance payments will end. The short answer is, when we have a new contract in place.

Negotiations Update given by Gregg Allgeier. The first meeting with the County was held on March 25th, and consisted of an overview of negotiations that had taken place with the UAW prior to TPOAM filing notice with MERC to become the new union for the Courts, and to explore what their position is in regard to a contract.

Our second meeting was this afternoon, April 18th. The County emailed a revised proposal to the Negotiation Team last week Wednesday, April 13th for us to review. Each member of the Negotiation Team was asked to review the contract and forward any questions, concerns, or changes to Gregg and Kevin.

Prior to our meeting with the County, our Negotiation Team met to review the information provided to Gregg and Kevin, and to decide which issues we felt we should look at in this meeting with the County. Our committee offered input, asked questions, and requested clarification on issues that were not clear. The Pension Administrator, Michelle Balcon, was asked to join the negotiations to fill in some blanks and answer questions we had regarding the pension plan. Our union does not fall under Public Act 312, so we do not have Binding Arbitration. We do have a State Mediator, then Fact-Finding, should negotiations go that far.

We also looked at internal and external comparables for job positions for discussion regarding the two-tier pay system being proposed by the County. The negotiation team proposed three alternatives to the two-tier pay system. Gregg was not willing to discuss what the three options are with the members at this point, but did stress that meticulous

notes are being taken and recorded regarding our negotiations with the County, and once a contract is ratified, those will be made available to the membership for review.

Gregg explained that under PA-54, there are three things that happen once that goes into effect: 1) Retroactive pay cannot be negotiated; 2) Step raises cease, and vacation and sick time accruals can also stop; and 3) There is an increase in health care costs that is incurred by the employees for the difference in cost from the old contract to the new rate.

Ed, Gregg, and Kevin all expressed appreciation to our members for their support of our local union!

There being no further business to discuss, Michael Jackson made the motion to adjourn the meeting, which was seconded by Eric Entingh. The meeting adjourned at 6:45 pm.