

# ATTACHMENT 3

Strategy Team  
Meeting Notes  
September 21, 2004

## \*\*SPECIAL MEETING\*\*

**PRESENT:** Marv Ostby, Janetta Taylor, Nicole Ross, Shelly Hagen, Bret Bretthauer, Karen Main, Mark Mullin, Don Taylor, Leslie Cushman, Karin Hendrickson, Wendy Fraser, Will Rice, Peri Maxey, Vikki Smith, Bob Heller, Jackie Danyo, Jan Bianchi, April Thompson, Dolly Hanson

Master Contract Negotiations have ended and Marv presented the Tentative Agreement.

Marv stressed strongly that we need to inform Managers and Supervisors that they should not answer any questions regarding the ratification process, that employees may have. The best thing to do is to refer them to the Union.

This is just a tentative agreement the Union will be conducting a vote to ratify the contract.

Reminder that our current bargaining agreement is still in effect until July 2005.

Marv mentioned that there is a proposed 3.2% salary increase for next July 1 and a one time 1.6% the following year. It also included bringing the classes that are behind by more than 25% in the Salary Survey to 25%.

Performance pay was not included.

Health Insurance changes – Employees portion will be 12%.

Dolly mentioned we should start looking at classification questionnaires because one big change is that they will be relied upon for skills and abilities.

Marv briefly touched on some of the articles in the tentative agreement.

FOR STRAT TEAM, RIGHT AFTER CBA ACCEPTED WITH AGREEMENT ~~ALL~~  
~~EMPLOYEES~~ THE WPEA "ALLOW ALL employees... TO VOTE  
ON RATIFICATION..." MARV OSTBY & CHRIS PARSON KNEW  
OF 'ALL VOTE' AGREEMENT.