

**May 2009**

**To: Clark County Commissioners**

**From: IFPTE Local 17, Laborers Local 335, OPEIU Local 11, AFSCME Local 307, IAM Local Lodge 1432**

**ISSUE:**

Each Labor Organization with an open Collective Bargaining Agreement had an opening session with County officials about the current budget outlook and problematic forecast. We were then instructed to choose how to reduce the deficit through various ways of degrading our Contracts; and to provide the recommended options within roughly one week for consideration by County Commissioners for the planning session scheduled for May 13, 2009.

**CONCERNS:**

Various Labor organizations have requested the actual dollar amount that needs to be realized. At this point we have been told somewhere between 5-8 million dollars. There is a big difference between 5 and 8 million dollars. Additionally, we have heard conflicting budget information about additional cuts being necessary in Community Development aside from this 5-8 million dollar figure.

- We are being asked to solve a problem that hasn't been fully defined. Without knowing what amount has to be made up, we cannot even cost out options that will most appropriately fit the solution.

**WILLINGNESS:**

We recognize that this is a hard time. We may not have the solutions, in one week, nor should we. This problem wasn't created in a week and it would be inappropriate and disrespectful to our members for us be expected to fix it in one. The County must recognize that employees are not in control of County budgets. That is a management function and balancing the problem on our backs should not be entered into lightly. With that being said, and don't read too much into the following examples, (they aren't meant to illustrate agreement, acquiescence or even a heavy leaning) these are the types of questions we would need answers to in the form of proposals, before being able to make recommendations to our respective memberships. If the County is looking for employees to make sacrifices, then how will those sacrifices be made up?

- If we agreed to a furlough concept in year one would those days be restored in another year(s)? If we opted out of a wage increase in year one, would our negotiated wage increase be augmented in a subsequent year(s)? Additionally, is the sacrifice that we make actually going to save jobs? How can we know, securely, that our sacrifice is making a difference and not going to some other project?

**CURRENT RECOMMENDATIONS:**

We recommend entering into agreements with us that will enable early retirement and entice voluntary separation, eliminate the use of temporary employees and subcontractors, and align the County's fee structures appropriately to capture missed revenue.

We appreciate the ability to be a part of the dialogue, and need accurate and ongoing information to provide recommendations for further consideration.