

**Lake County Department of Job and Family Services
Communications Workers of America
2011 Bargaining Update #2
August 19, 2011**

2011 Tentative Agreement Reached Between
Lake County Department of Job and Family Services
and
The Communications Workers of America Local 4340

Your CWA Bargaining Team has reached a tentative agreement with representatives of Lake County Department of Job and Family Services on a one year (1) pact with no concessions, givebacks, nor unpaid furlough days. While this deal doesn't call for any base wage increases, it does guarantee our current step increase progression and secures longevity increases for an additional year.

Terms of the Agreement

- Wages remain at current levels through June 30, 2012
 - Wage Progression Schedule Continues in Force
- All Employees with Five Years of Service Receive \$250.00 Longevity Payment in December 2011
 - Final Year Wage Re-opener in 2012

Our goal when talks began was to protect the current living standard for our members and prevent any concessions or givebacks. We believe that we have accomplished that while understanding the needs and limitations of Lake County's Board of Commissioners and LCDJF.

Contract negotiations in the past few years have been difficult at best. Public employer reductions in revenues, interest income, tax revenue benefits and local funding cuts have greatly limited our ability to make the kinds of demands at the bargaining table as before. Until we see the beginning of a recovery, talks will continue to present challenges that will require adjustments in the way we conduct negotiations. In many ways,

creativity must replace expectations. Our focus is protecting jobs and our members' living standards until the "tide turns". Again, we believe we've met that challenge in this round of bargaining and as a team, support this tentative agreement.

A ratification vote will be held next Wednesday in the park. We'll be able to answer any questions you may have before you vote. Please exercise your right to vote as a union member. Thanks for your support.

Your Bargaining Team,

Mindy Hughes
Cathy Soble

Sarah Norman
Bill Vidmar

2011 Wage Re-opener Ratification Vote

Wednesday, August 24, 2011

Painesville Rec Park

10:30 AM to 1:30 PM

and

4:00 PM to 5:00 PM

Ballots will be counted immediately
following the vote

All Members of CWA are eligible and
encouraged to vote!

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