

Mason, Michigan
April 21, 2009

The Board of Ingham County Road Commissioners met for a special meeting on Tuesday, April 21, 2009, at 6:00 P.M. in the Board Room of the Road Commission's Austin E. Cavanaugh Administration Building located at 301 N. Bush Street, Mason, Michigan.

Present: Joseph A. Guenther, Chair, Shirley M. Rodgers, Vice Chair, Thomas M. Mitchell, Member, James Dravenstatt-Moceri, Member, and Norman L. Gear, Member.

Also Present: William M. Conklin, Managing Director, James L. Charles, Interim Director of Operations, James M. Benjamin, Director of Operations, Tina M. Henry, Director of Finance, Peter A. Cohl, and John R. McGlinchey, Labor Attorneys.

Absent & Excused: Robert H. Peterson, Director of Engineering.

Chair Joseph A. Guenther called the meeting to order and led with the Pledge of Allegiance.

AGENDA ITEM #4 – MEET WITH LABOR COUNSEL.

Mr. John McGlinchey reviewed and discussed with the Board, the Arbitrator award on the AFSCME health insurance grievance.

Moved by Commissioner Mitchell and Supported by Commissioner Rodgers, that the Board enter closed session at 6:30 P.M. to discuss pending labor contract negotiations with its labor counsel, Peter A. Cohl. Roll call vote: Commissioner Guenther, yes, Commissioner Rodgers, yes, Commissioner Mitchell, yes, Commissioner Gear, yes, Commissioner Dravenstatt-Moceri, yes. 5 yes, 0 no. Motion carried unanimously.

Moved by Commissioner Rodgers and Supported by Commissioner Dravenstatt-Moceri, that the Board return to open session at 9:15 P.M. Roll call vote: Commissioner Guenther, yes, Commissioner Rodgers, yes, Commissioner Mitchell, yes, Commissioner Gear, yes, Commissioner Dravenstatt-Moceri, yes. 5 yes, 0 no. Motion carried unanimously.

Moved by Commissioner Mitchell and Supported by Commissioner Rodgers, that the Board hereby ratifies the Tentative Agreement reached between the Employer's representatives and SEIU Local 517M representatives for the proposed 2008/2009 contract, which includes Article 8, Section 1, as noted below:

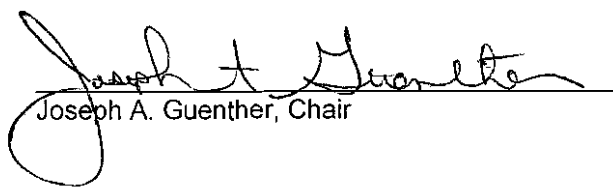
Section 1. Layoff: Should a reduction in work force occur, ~~become necessary due to a lack of work or funds, or due to reorganization of services,~~ the Employer shall determine the classifications to be affected. If the reduction in force occurs, probationary employees shall be laid off first, and regular full-time employees shall be laid off last. Regular full-time employees' order of lay-off will be determined by least amounts of continuous service time, as actual time worked from date of hire, including any paid leave time. Any employee on layoff status will not accrue additional seniority or leave time, nor will they lose seniority accrued prior to layoff.

~~Layoffs may occur due to temporary lack of funds or work, not to exceed a duration of one year.~~ Employees laid off shall have a right to recall within the one-year period, in the reverse order of the lay off. Any employee laid-off will remain active on the payroll and shall be paid leave time pay at the rate of eight (8) hours per day until credited leave time is exhausted. If, during the one-year duration, the employee requests that the layoff become

permanent, he/she then shall have waived the right of recall and his/her credited sick bank payout (if any) may be processed. The last day paid shall be considered the last day of employment (separation day). The employee once separated, shall receive a lump-sum payment for one-half (½) of his/her credited sick bank. The remaining one-half (½) of the sick time is forfeited. If the employee has been recalled to work within the one-year period and declines the recall, it will be considered a resignation and his/her credited sick banks will be forfeited.

Moved by Commissioner Mitchell and Supported by Commissioner Gear, that the Board authorizes the Managing Director and its labor counsel to present a Last Best Offer to AFSCME Local 1499 pursuant to the draft as presented to the Board and modified.

No public comment was offered. The meeting adjourned at 9:20 P.M.


Joseph A. Guenther, Chair


Deborah L. Bellows, Board Secretary