




MEMORANDUM

Date: March 14, 2019

To: The Honorable Chairman and Members
Pima County Board of Supervisors

From: C.H. Huckelberry
County Administrator 

Re: **American Federation of State, County and Municipal Employees (AFSCME) Meet and Confer Committee Recommendations Regarding the Catastrophic (CAT) Bank Program and Short Disability**

On March 4, 2019, as directed by the Board of Supervisors, County staff met with AFSCME to meet and confer on the CAT Bank as well as the proposal for short-term disability insurance.

The attached March 11, 2019 memorandum from the Human Resources Director outlines the Committee's unanimous recommendations to the Board.

CHH/anc


Attachment

c: Tom Burke, Deputy County Administrator for Administration
Cathy Bohland, Director, Human Resources

Date: March 11, 2019

To: C.H. Huckelberry
County Administrator

From: Cathy Bohland  Director
Human Resources

Via: Tom Burke
Deputy County Administrator 

Re: **AFSCME Meet and Confer Committee Recommendations Regarding CAT Bank and Short Term Disability Benefit – Informational Only**

On March 4, 2019, the American Federation of State, County and Municipal Employee (AFSCME) members and County Management members met in the Meet and Confer Committee, to discuss both the CAT Bank Program and the proposed Short Term Disability Benefit. On that date, there were three AFSCME team members and five County Management team members, constituting a quorum which allowed for a six eligible member voting bloc.

Below are the Committee member's *unanimous* (6:0) recommendations:

1. In regards to member maintenance contributions for the CAT Bank, the recommendation is to discontinue the CAT Bank Program.
2. In regards to adjusting the level of CAT Bank hours available for disbursement, the recommendation is to discontinue the CAT Bank Program.
3. The County implement the Short Term Disability Benefit as outlined in Mr. Huckelberry's February 19, 2019 Board of Supervisors Memorandum. (Attached)
4. CAT Bank members utilizing CAT Bank hours at the time of the Short Term Disability Benefit implementation, be permitted to continue use of CAT Bank hours, subject to availability of hours.
5. Restoration of contributed CAT Bank hours to current County CAT Bank members who did not receive distributions from the CAT Bank, as outlined in Mr. Huckelberry's February 19, 2019 Board of Supervisor Memorandum.
6. If restoration of CAT Bank hours takes place after March 12, 2019, restoration in the form of payment of contributed hours to laid off Department of Transportation employees who did not receive distributions from the CAT Bank.
7. AFSCME and Human Resources shall independently research caregiving alternatives and intermittent leave alternatives and discuss these alternatives in the ongoing Meet and Confer process. Any discussion that results in recommendations that have been adopted by a majority vote of the Meet and Confer Committee shall be reviewed by AFSCME legal counsel and the County Attorney prior to submission to Mr. Huckelberry and the Board of Supervisors. (See Admin Procedure 23-32(H)(2)) Any recommendations adopted by a

March 11, 2019

Mr. Huckelberry

AFSCME Meet and Confer Recommendations for CAT Bank and Short Term Disability Benefit

Page 2

majority vote must be submitted within 120 days of approval of the Short Term Disability Benefit, should it be approved.

8. Discontinue processing the outstanding 39 enrollments (624 hours) of CAT Bank member hours pending their 90-day waiting period and notify these members of the projected unsustainability of the CAT Bank Program.

Please advise if you need anything further.

- c. Arlene Muniz, AFSCME Local 449 Organizer
Carmen Thomas, Division Manager, Human Resources
Gayl Zambo, Division Manager, Human Resources