

Date	Docs	Meeting Number	Notes
3/29/2016	County Ground Rules Letter	Meeting 1	ICEA in caucus most of meeting ICEA advises that it only intends to "trickle out" items, beginning with "non-cost" policy items with the hope of establishing some goodwill before proposing items directly related to compensation.
4/1/2016	Final Ground Rules Letter		
4/6/2016		Meeting 2	ICEA caucuses multiple hours as it was "only prepared to negotiate ground rules" (which were finalized April 1) ICEA Provides 8 proposals.
4/18/2016		Meeting 3	ICEA caucuses four hours to begin after advising its proposal was "incorrect".
5/2/2016	County's Preliminary Response to ICEA Proposals	Meeting 4	After meeting ICEA caucuses for 3 hours
5/16/2016			ICEA granted release time for the day to prepare its economic proposals Newsletter begins to discuss strikes and petitioning the Board
5/31/2016	ICEA Salary Offer	Meeting 5	ICEA delays negotiation to allow a specific person to present a proposal. ICEA presents multiple issues including salary. No basis for the 12% provided. County requests rationale.
7/1/2016	County's Initial MOU Proposal County's Preliminary Response to Additional ICEA Proposals	Meeting 6	ICEA caucuses for hours to review County letter.
7/8/2016		Meeting 7	TAs signed & discussion re County drafting education policy
07/08-15/2016	Tentative Agreements articles: 1, 6, 18, 34, 35 & Personnel Rule 10.4(b)		
7/15/2016	ICEA redline MOU & cost of living justification	Meeting 8	ICEA delays start of meeting to caucus. Wickham says "money is the reason why we're sitting around the table" ICEA rejects including alternative work schedules into a re-opener. 12% increase rational based on CA increasing minimum wage and comparison to LA. County floats "hard to fill" concept. ICEA does not respond.
7/28/2016		Meeting 9	ICEA refuses to utilize a common list of proposals / status.
8/23/2016	County Response To ICEA Proposals County 2nd MOU Proposal Intro Draft Education Policy 2nd MOU	Meeting 10	County notes COLA is not tied to potential funding of consolidated office building.  ICEA indicates it will not agree to re-openers and will instead require negotiations over those proposals.
9/8/2016	ICEA MOU & Letter	Meeting 11	Upon request to explain new COLA Wickham states: "the reduction is movement and we are not prepared to discuss this any further."
9/30/2016	County's Continuing Response to Additional ICEA Proposals  County's 3rd MOU Proposal	Meeting 12	ICEA first articulation of a "hand to mouth" rationale for its COLA demand. Chris W. states "you are absolutely right that there are a lot of issues we've made substantial progress on."
10/7/2016	ICEA Proposal & Response ICEA Revised Proposal	Meeting 13	ICEA moves to straight \$ increase (later abandoned).
10/20/2016	County 4th MOU Proposal Intro Tentative Agreements Articles: 3, 13,19, 24, 39, Personnel Rule Sections	Meeting 14	TA's signed once AFSCME representative leaves for another appt.
10/28/2016	ICEA Proposal & Response	Meeting 15	Discussion re: amount of requested increase. County asks for any justification beyond employee morale. No new rationale given.
11/7/2016	County 5th MOU Proposal Intro	Meeting 16	

11/14/2016	Tentative Agreement Article 4, 8, 24, 28, 36 & Personnel Rule Sections ICEA Proposal
12/16/2016	County 6th MOU Proposal Intro Tentative Agreement Article 21 ICEA Salary Proposal
1/13/2017	County Response to ICEA Economic Data  ICEA Salary Proposals

Meeting 17

ICEA reverts to position that retiree health re-opener is unacceptable.

Meeting 18

ICEA contends employees are doing more with less. County notes that employees work the same amount of hours.

Meeting 19

County offers to arrange ICEA "economist" to meet with our Budget experts. County offers to explain proposals to ICEA members. County requests ICEA provide its members with County correspondence.

2/1/2017 ICEA email & County Response

County notes ICEA didn't want to discuss the County's offer at the last negotiation session

2/8/2017 ICEA Impasse Letter & Mediation Demand

2/16/2017 County Response To ICEA Impasse & Mediation Demand

Mediation

4/13/2017	ICEA Final Offer County Counter-Offer
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Meeting 20

ICEA "economist" attends - doesn't speak - ICEA cancels meeting after 10 minutes and a 1 hour caucus

5/12/2017	ICEA New offer  County Last Best Final
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Meeting 21

ICEA offers 1.5% x 4 (takes 6 extra months to reach full 6% but accelerates earlier raises)  
County indicates it would recommend 1% x 4 - ICEA rejects.  
County provides LBFO.