Section County Counted National Related County Ground Rules Letter Meeting 1 Total Sections County Ground Rules Letter County Ground Rules County Ground Rules (National Rules And Rules Letter) County Ground Rules (National Rules And Rules R	Date	Docs	Meeting Number	Notes
Meeting 2 process multiple hours as it was "only prepared to negotiate ground rules" (which were finalized April 1) ICEA Provides 8 proposals. Meeting 3 ICEA caucuses from hours to begin after advising its proposal was flexorrect." Meeting 4 After meeting ICEA caucuses for 3 hours. SCSA granted release time for the day to prepare its concernic proposals. Newsletter begins to discuss strikes and personning the Academic proposals. Newsletter begins to discuss strikes and personning the Academic proposal. SCSA granted release time for the day to prepare its concernic proposals. Newsletter begins to discuss strikes and personning the Academic proposal. Newsletter begins to discuss strikes and personning the Academic proposal. Newsletter begins to discuss strikes and personning the Academic proposal. Newsletter begins to discuss strikes and personning the Academic proposal. Newsletter begins to discuss strikes and personning the Academic proposal. Newsletter begins to discuss strikes and personning the Academic proposal. Newsletter begins to discuss strikes and personning the Academic proposal. Newsletter begins to discuss strikes and personning the Academic proposal. Newsletter begins to discuss strikes and personning the Academic proposal. Newsletter begins to discuss strikes and personning the Academic proposal. Newsletter begins to discuss strikes and personning the Academic proposal. Newsletter begins to discuss strikes and personning the Academic proposal. Newsletter begins to discuss strikes and personning the Academic proposal. Newsletter begins to discuss strikes and personning the Academic proposal. Newsletter begins to discuss strikes and personning the Academic proposal. Newsletter begins to discuss strikes and personning the Academic proposal. Newsletter begins to discuss strikes and personning the Academic proposal. Newsletter begins to discuss strikes and personning the Academic proposal. Newsletter begins to discuss strikes and personning the Academic proposal. Newsletter be				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
Meeting 2 ground rule* which were finalized April 12 ICEA Proposals and petition of the day to prepare its economic proposals. Meeting 3 ICEA caucuses four hours to begin after addising its proposal was imported. Weeting 4 After meeting ICEA caucuses for a hours ICEA granted release time for the day to prepare its economic proposals. Newstetter begins to discuss strikes and petitioning the Board ICEA granted release time for the day to prepare its economic proposals. Newstetter begins to discuss strikes and petitioning the Board ICEA delays negotiation to allow a specific person to present a proposals. ICEA prements multiple tower inclining salary. No basis for the 12th provides. County spreads release time for the day to prepare its economic proposals. County's Preliminary Response to Additional ICEA Proposals. County a Preliminary Response to Additional ICEA Proposals. County a Preliminary Response to Additional ICEA Proposals. Previous Agreements articles 1, 6, 18, 94, 95 & Personnel Rule 10, 01. ICEA realized Additional actions of the 10 proposal proposal and the table ICEA repress increase rational based on CA Increasing minimum wage and companions to Ice Accounty for a stiting around the table ICEA repress increase rational based on CA Increasing minimum wage and companions to Ice Accounty from Mod Proposals of County Accounts of the Icea and	4/1/2016	Final Ground Rules Letter		
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ICEA Salary Offer	5/16/2016			
Meeting 5 proposal. ICEA presents multiple issues including salary. No basis for the 12% provided. Country requests rationale. Fig. 2016				Newsletter begins to discuss strikes and petitioning the Board
County S Preliminary Response to Additional ICEA Proposals Meeting 7 Tas signed & discussion re County drafting education policy Tentative Agreements articles: 1, 6, 18, 34, 35 & Personnel Rule 10.4(b) ICEA delays start of meeting to caucus. Wickham says "money is the reason why we're stiting around the table" ICEA rejects increase rational based on Charceasing minimum wage and comparison to La County Response To ICEA Proposals County Response To ICEA Proposals County Proposals Intro Draft Education Policy 2nd MOU ICEA MOU & Letter Meeting 10 County Response To ICEA Proposals ICEA Indicates It will not agree to re-openers and will instead require negotiations over those proposals ICEA Indicates It will not agree to re-openers and will instead require negotiations over those proposals ICEA Indicates It will not agree to re-openers and will instead require negotiations over those proposals ICEA Indicates It will not agree to re-openers and will instead require negotiations over those proposals ICEA Indicates It will not agree to re-openers and will instead require negotiations over those proposals ICEA Indicates It will not agree to re-openers and will instead require negotiations over those proposals ICEA Indicates It will not agree to re-openers and will instead require negotiations over those proposals ICEA Indicates It will not agree to re-	5/31/2016	ICEA Salary Offer	Meeting 5	proposal. ICEA presents multiple issues including salary. No basis
7/18-15/2016 Tentative Agreements articles: 1, 6, 18, 34, 35 & Personnel Rule 10.4(b) 1/18-15/2016 ICEA redline MOU & cost of living justification of living large and search of living living living and search of living living living and search of living livin	7/1/2016	County's Preliminary Response to Additional ICEA	Meeting 6	ICEA caucuses for hours to review County letter.
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 IA. County floats "hard to fill" concept. ICEA does not respond. Meeting 9	7/8/2016		Meeting 7	TAs signed & discussion re County drafting education policy
T/15/2016 ICEA redline MOU & cost of living justification Meeting 8 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. Meeting 9 ICEA refuses to utilize a common list of proposals / Status. County Response To ICEA Proposals County 2nd MOU Proposal Intro Draft Education Policy 2nd MOU ICEA indicates it will not agree to re-openers and will instead require negotiations over those proposals. 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 ICEA Proposal & Response I	07/08-15/2016	=		
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. Meeting 11 Upon request to explain new COLA Wickham states: "the reduction is movement and we are not prepared to discuss this any further." Meeting 11 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." County's 3rd MOU Proposal ICEA Proposal & Response ICEA Revised Proposal ICEA Revised Proposal Meeting 13 ICEA moves to straight \$ increase (later abandoned). Meeting 14 Ta's signed once AFSCME representative leaves for another appt. IO/28/2016 ICEA Proposal & Response IO/28/201	7/15/2016	ICEA redline MOU & cost of living justification	Meeting 8	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
County 2nd MOU Proposal Intro Draft Education Policy 2nd MOU 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 County's 3rd MOU Proposal ICEA Proposal & Response ICEA Revised Proposal ICEA Revised Proposal County 4th MOU Proposal Intro Tentative Agreements Articles: 3, 13,19, 24, 39, Personnel Rule Sections Meeting 15 Discussion re: amount of requested increase. County asks for any justification beyond employee morale. No new rationale given.	7/28/2016		Meeting 9	ICEA refuses to utilize a common list of proposals / status.
Draft Education Policy 2nd MOU ICEA indicates it will not agree to re-openers and will instead require negotiations over those proposals. Meeting 11 Upon request to explain new COLA Wickham states: "the reduction is movement and we are not prepared to discuss this any further." P/30/2016 County's Continuing Response to Additional ICEA Proposals County's 3rd MOU Proposal 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." County's 3rd MOU Proposal ICEA Revised Proposal County 4th MOU Proposal Intro Tentative Agreements Articles: 3, 13,19, 24, 39, Personnel Rule Sections Meeting 15 Discussion re: amount of requested increase. County asks for any justification beyond employee morale. No new rationale given.	8/23/2016	· ·	Meeting 10	, , , , , , , , , , , , , , , , , , , ,
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Tentative Agreements Articles: 3, 13,19, 24, 39, Personnel Rule Sections TA's signed once AFSCME representative leaves for another appt. Discussion re: amount of requested increase. County asks for any justification beyond employee morale. No new rationale given.	10/7/2016		Meeting 13	ICEA moves to straight \$ increase (later abandoned).
10/28/2016 ICEA Proposal & Response Meeting 15 justification beyond employee morale. No new rationale given.	10/20/2016	Tentative Agreements Articles: 3, 13,19, 24, 39,	Meeting 14	TA's signed once AFSCME representative leaves for another appt.
11/7/2016 County 5th MOU Proposal Intro Meeting 16	10/28/2016	ICEA Proposal & Response	Meeting 15	
	11/7/2016	County 5th MOU Proposal Intro	Meeting 16	

11/14/2016	Tenative Agreement Article 4, 8, 24, 28, 36 & Personnel Rule Sections ICEA Proposal	Meeting 17	ICEA reverts to position that retiree health re-opener is unacceptable.
12/16/2016	County 6th MOU Proposal Intro Tentative Agreement Article 21 ICEA Salary Proposal	Meeting 18	ICEA contends employees are doing more with less. County notes that employees work the same amount of hours.
1/13/2017	County Response to ICEA Economic Data ICEA Salary Proposals	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	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	Meeting 21	ICEA offers 1.5% x 4 (takes 6 extra months to reach full 6% but accellerates earlier raises)
	County Last Best Final]	County indicates it would recommend 1% x 4 - ICEA rejects. County provides LBFO.