

2010 Collective Bargaining

Benefits and Anticipated Costs

Board Approval Process

Board Policy 135 Approval of Collective Bargaining Agreements requires:

- **Written cost benefit analysis detailing anticipated costs.**
- **Posting of the agreements and the anticipated costs for 28 days, prior to board approval.**

Benefits

Bargaining Objectives From The Board of Directors Scoping Process

Maintain focus on business goals.

Control costs.

Maintain a competent workforce.

Connection to financial performance.

Anticipated Costs

- Consolidated three year impact of all three 2010 extensions
Pension: No increase
Wages: \$1,401,000 anticipated
Health and Welfare: \$417,000 anticipated
- Consolidated impact of 2010 extensions \$1,818,000
(includes anticipated increases in wages, pension, and health and welfare)