

Special Board Meeting Notes
Impasse Hearing
March 18, 2016

Meeting start time: 10:01am

Meeting ending time: 11:19am

Board Members:

Jim Citrano (Chairman), Joe York, Edward Fleming, John Baker

Speakers:

Sheryl Williams, Director, Human Resources

Wendi Byndloss, Office of General Counsel, JAXPORT Rep

Eric Holshouser, General Counsel, JAXPORT Rep

Holly VanHorsten, General Counsel, Union Rep

Dan Reynolds, Federation of Public Employees

Pledge of allegiance was directed by Edward Fleming.

Jim Citrano asked for public comments – none from audience.

Wendi Byndloss presented to the board members an outline of the rules and process of the hearing. Board is to resolve disputed issues @ impasse.

- Each side has opportunity to present position – 15 min each.
- Board acts as quazi judicial system to resolve impasse.
- There is no chance of bargaining at this hearing.
- At the end of presentations, board can deliberate.

Sheryl Williams - first to speak, explains the reasons for impasse to this point.

- 3rd year of a three year contract.
- 2% offered to union but they did not accept.
- Union declared impasse.
- Special Magistrate appointed – Tom Young.
- CEO recommends 2% raise upon contract execution.

Eric Holshouser explains the special magistrate's recommendation -

- Wage issue @ 2%.
- One-time bonus of \$550.
- Increase in shift differential to \$1.00.

Dan Reynolds

- President FPE gives introduction of issues at hand.
- Feels there is market and there is exception and a little extra would go a long way.

Holly VanHorsten – gives presentation as acting counsel for union. Holly requests the board to adopt the special magistrate's recommendations.

Eric Holshouser – rebuttal – CEO recommendation (2% upon contract execution) is for business sense and fair compensation across the board. There has been no turnover in Crane Techs. In the last year there has been 1 termination and 1 retirement.

Holly VanHorsten – rebuttal – overtime is based on operational decision.

Ed Fleming - mentioned that supervisors work overtime but are not compensated.

Jim Citrano asked the union employees present to stand - (James Baity, Judy Keen and James Nolan). Mr. Citrano acknowledged their hard work at JAXPORT.

Jim Citrano asked the union employees present at meeting about their career path. James Baity, MT2 @ TMT mentioned that he cannot go higher in position due to next level not available.

Edward Fleming mentioned that no one was questioning their skills level or work. Mr. Fleming asked the question of how many crane techs run the current cranes at TMT/BIMT? Sheryl answered 25.

Next contract negotiations begin March 30th – per Sheryl Williams.

Jim Citrano began the deliberations.

John Baker- should accept recommendation of 2% increase retro back to October, no bonus.

Joe York- special magistrate did not base bonus on any evidence. Concur with management of 2% increase, no bonus and no retro.

Ed Fleming- no relevance what CEO and Crane Techs make. Support management's decision.

Jim Citrano- all agree on 2% increase. Does not think the union should be penalized for the timeline of the process and supports 2% retro to October.

Joe York's concern on a retro to October is to encourage extending bargaining process by awarding retro. Less likely to accept for future and encourage extensions.

John Baker made motion with CEO recommendation of 2% retro to October 1st.

Joe York second motion.

Two in favor

Two oppose

A discussion of the timeline took place.

The impasse started in August, impasse hearing was December 15, 2015, the results would have been presented at February 22, 2016 board meeting. However, due to scheduling conflict with union representation, this did not happen.

John Baker made motion to go with management's recommendation of 2% and retro to February 22, 2016.

Joe York second motion.

Jim Citrano – all in favor to retro to February 22.

All in favor

Final decision by the board: motion was made to retro pay from current to 2/22/2016 and go with the CEO recommendation of 2% increase. All board members agreed.