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Public notice was given to *The Register-Guard* for publication on January 4, 2007.

LANE TRANSIT DISTRICT SPECIAL BOARD MEETING

Monday, January 8, 2007
5:30 p.m.

LTD Board Room
3500 E. 17th Avenue, Eugene
(off Glenwood Blvd.)

A G E N D A

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I. CALL TO ORDER	
II. ROLL CALL	
Eyster _____ Gaydos _____ Kortge _____ Ban _____	
Davis _____ Evans _____ Dubick _____	
III. PRELIMINARY REMARKS BY BOARD PRESIDENT	2
IV. ANNOUNCEMENTS AND ADDITIONS TO AGENDA	3
V. BOARD COMMITTEE ASSIGNMENTS	5
VI. DESIGNATION OF LTD NEGOTIATION TEAM (5 minutes)	6
VII. EXECUTIVE (NON-PUBLIC) SESSION PURSUANT TO ORS 192.660(2)(d), to conduct deliberations with persons designated by the governing body to carry on labor negotiations (90 minutes)	
VIII. ADJOURNMENT	

Alternative formats of printed material and/or a sign language interpreter will be made available with 48 hours' notice. The facility used for this meeting is wheelchair accessible. For more information, please call 682-6100 (voice) or 1-800-735-2900 (TTY, through Oregon Relay, for persons with hearing impairments).



Eugene Station

Eugene Station

LTD Board of Directors

Labor Negotiations Briefing

Executive Session

January 8, 2007

What Happened in 2004

- Health Insurance
 - Created consumer driven model
 - Created “stop loss” program
- Mandatory Meal Breaks
 - Schedule paid 20 minute meal break in all shifts longer than 7.5 hours
- Overall personnel services increase of 5.4 percent

Outcome of 2004 Changes

- Held contract costs to 5.4% increase
- Provided comprehensive health plan with protections for high users
- Effectively controlled health care costs
- Met Labor Commissioner's requirements for compliance with state labor laws

2007 Negotiations Strategy

Roll over current contract

Why?

- Health care is “fixed”
- Meal break issue is “fixed”
- Retirement funding is “fixed”
- Recovery from past negotiations exceptionally fast and strong
- Employees seem generally happy with changes
- Working with professional mediation trainer now
- No large, unresolved issues looming

Measures of Progress Since 2004

- Employee Input
- *Looking to the Future* Plan
- Communications Audit
- Employee attendance at district events
- Strong acceptance of new General Manager

Progress Highlights

- Multiple connections created between LTD employees, administration and ATU leadership
- Accident reduction initiative underway
- Training Specialist hired
- Maintenance skills program being developed
- Budget 101 classes held

More Highlights

- Retirement seminars held
- Comprehensive Rewards and Recognition program being developed
- Diversity Council active
- Diversity Audit underway
- Communications Survey completed

Even More Highlights

- Employees surveyed on General Manager performance
- Recognition Bar-B-Ques held
- Innovation Celebration scheduled
- Safety Jackpot program introduced
- Health Initiatives underway

Communications Audit

- General perception is that communication processes work pretty well at LTD
- Some specific recommendations were made
- Actions have been taken on most recommendations

Participation in District Events

- Rodeo – highest number of participants
- Bar-B-Q's – regularly attended
- Summer Picnic – highest attendance since 200_
- Service Celebration – first since 2002
- Day of Caring
- United Way – highest contribution and participation levels ever

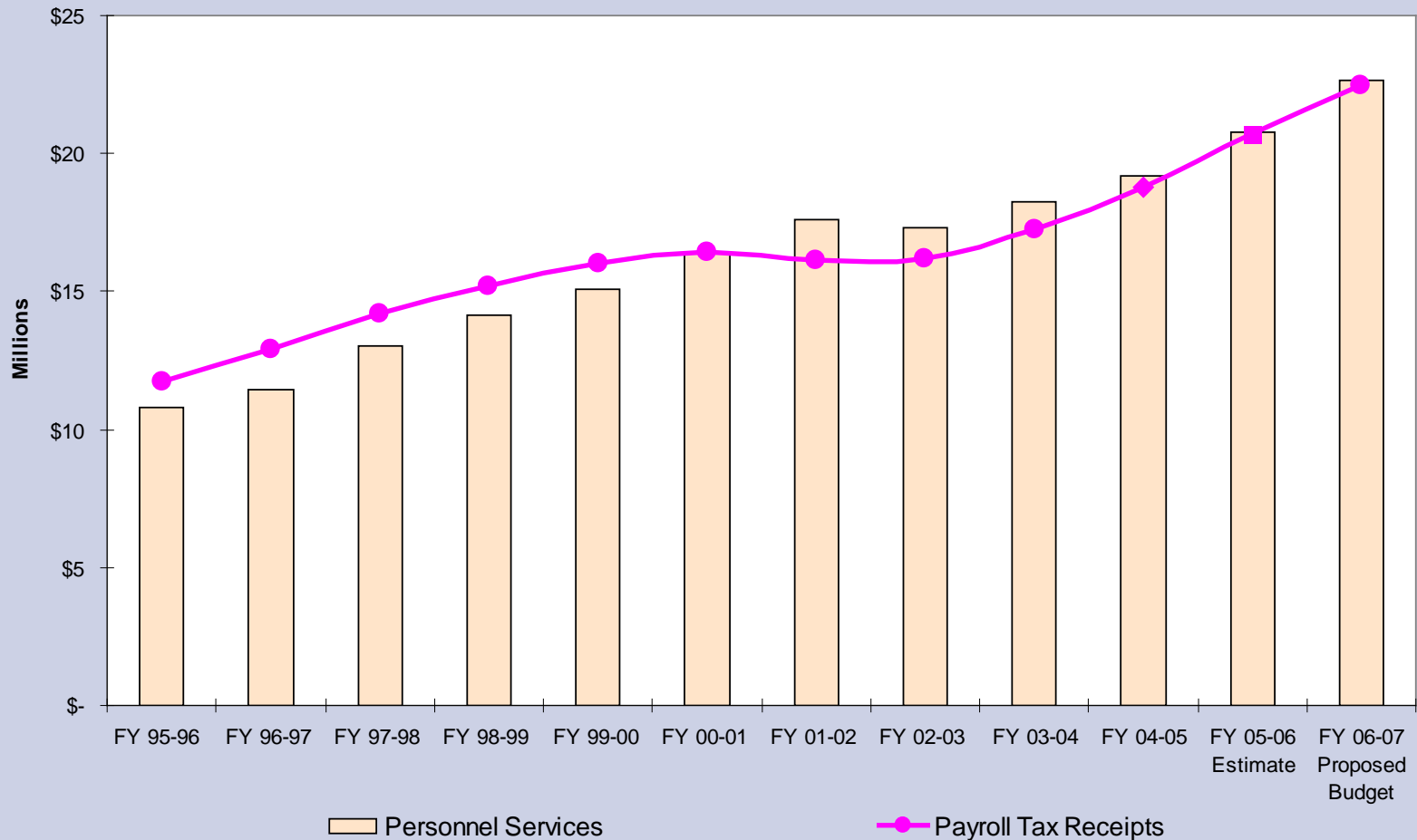
Response to General Manager Evaluation

- Board of Directors made the right decision to select Mark Pangborn
- Employees generally believe Mark communicates honestly and openly
- Employees generally believe they can bring issues forward
- Employees want negotiations to go well

Significant Financial Issues

- Board's direction to fully fund pension plans
- Fuel prices high and unstable
- Payroll tax receipt uncertainty

Payroll Taxes Compared to Personnel Services



Transit Contract Activity

- Salem Transit currently negotiating, major issue is health care
- TriMet agreed to six years of consistent health care benefits
- Regional Transit District (Denver) settled strike with additional \$20 employer contribution over three years, plus splitting any additional premium increases
- C-Tran (Vancouver, WA) currently negotiating health care and work rules

Transit Contract Activity

- Cleveland increased employee contribution from 10% to 12%
- New York City agreed to an “opt-out” option for those who have other coverage
- Washington DC moved from 100% employer funded plan to 93% on HMO and 83% on PPO plan

Legal Refresher

- Collective bargaining process is at the heart of the National Labor Relations Act and the Public Employees Collective Bargaining Act
- NLRA and PECBA favor direct communications between employer and union *at the table*
- Employer communications with employees/media/others during bargaining process is therefore circumvented

Legal Refresher, Continued

- May only *report* on proposals *already* made at table
- Any communications regarding potential proposals or proposals not yet made = unlawful *direct dealing* or *bypassing designed bargaining representative*
- During 2004 negotiations, parties agreed not to involve media until mediation; LTD will seek similar agreement in 2007

Legal Refresher, Continued

- Recommend *no communications* regarding bargaining process outside bargaining except by designated communications representative
- If asked, note legal restrictions on communications outside of bargaining/agreement to limited communications to bargaining table (if applicable)

Looking Ahead to 2007

- Significant work has been done to repair relationships with employees and union leadership
- Significant resources have gone into rebuilding morale
- It's time to keep the waters calm and continue down current path of rebuilding relationships

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AGENDA ITEM SUMMARY

DATE OF MEETING: January 8, 2007

ITEM TITLE: ANNOUNCEMENTS AND ADDITIONS TO AGENDA

PREPARED BY: Jo Sullivan, Administrative Services Manager/Clerk of the Board

ACTION REQUESTED: None

BACKGROUND: This agenda item provides a formal opportunity for Board members to make announcements or to suggest topics for current or future Board meetings.

ATTACHMENT: None

PROPOSED MOTION: None

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AGENDA ITEM SUMMARY

DATE OF MEETING: January 8, 2006

ITEM TITLE: BOARD COMMITTEE ASSIGNMENTS

PREPARED BY: Gerry Gaydos, Board President

ACTION REQUESTED: None. Committee Assignments will be finalized.

BACKGROUND: On December 21, a tentative list of LTD Board committee assignments was e-mailed to Board members for review. No adverse comments were heard regarding the assignments, so those committee assignments are now finalized.

ATTACHMENT: LTD Board of Directors Committees and Special Assignments

PROPOSED MOTION: None

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**LTD BOARD OF DIRECTORS
COMMITTEES AND SPECIAL ASSIGNMENTS**

(As of January 8, 2007)

BOARD OFFICERS

(Terms expire 6/30/08)

President – Gerry Gaydos
Vice President – Susan Ban
Secretary – Dean Kortge
Treasurer – Debbie Davis

**SERVICE PLANNING & MARKETING
COMMITTEE**

Mike Dubick
Greg Evans
Mike Eyster

HUMAN RESOURCES COMMITTEE

Susan Ban
Mike Eyster
*Gerry Gaydos

FINANCE COMMITTEE

Debbie Davis
Mike Dubick
*Dean Kortge

**EmX STEERING COMMITTEE – BOARD
REPRESENTATIVES**

Debbie Davis
Greg Evans
*Gerry Gaydos

**METROPOLITAN POLICY COMMITTEE
(MPC) REPRESENTATIVES**

Susan Ban
Gerry Gaydos
Alternate: Greg Evans

**WESTSIDE EmX EXTENSION
(if formed)**

Greg Evans
Gerry Gaydos
Dean Kortge

* denotes Committee Chair

AGENDA ITEM SUMMARY

DATE OF MEETING: January 8, 2007

ITEM TITLE: DESIGNATION OF LTD NEGOTIATION TEAM

PREPARED BY: Mark Pangborn, General Manager

ACTION REQUESTED: None - Information only.

BACKGROUND: The Collective Bargaining Agreement between the Lane Transit District and the Amalgamated Transit Union, Division 757, expires June 30, 2007. Since agreement was reached on the current contract and LTD returned to normal operations, many positive things have happened to improve the work environment and atmosphere for LTD employees. Many employees have worked hard to make this happen. I fully anticipate that the upcoming negotiations will have a different feel. As we move forward, we will all be mindful both of the lessons learned in the last process, and the progress that has been made since then.

Oregon Public Meetings law gives the Board of Directors executive session privilege "to conduct deliberations with persons designated by the governing body to carry on labor negotiations". In the past, the Board of Directors has designated a full negotiations team for each specific contract.

In my efforts to bring continuity to our processes, I am recommending that the Board appoint Mary Adams, director of Human Resources and Risk Management as the permanent designee. Mary will then have the authority to select other team members, as appropriate, to achieve the strategic goals of each contract. The Board of Directors will approve the final selection.

RESULTS OF RECOMMENDED ACTION: The negotiating team will work with the ATU to develop a schedule for negotiations.

ATTACHMENT: None

PROPOSED MOTION: I move the following resolution:

LTD Resolution No. 2007-001: It is hereby resolved that the LTD Board of Directors designate the LTD Director of Human Resources and Risk Management as the permanent designee for the purposes of labor negotiations. A negotiation team will be assembled for each new labor contract. The Board of Directors will approve the selection.

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AGENDA ITEM SUMMARY

DATE OF MEETING: January 8, 2007

ITEM TITLE: EXECUTIVE (NON-PUBLIC) SESSION PURSUANT TO ORS 192.660(2)(d)

PREPARED BY: Mark Pangborn, General Manager

ACTION REQUESTED: That the Board meet in Executive Session pursuant to ORS 192.660(2)(d), to conduct deliberations with persons designated by the governing body to carry on labor negotiations. Members of the District's negotiating team will be present for this discussion.

ATTACHMENT: None

PROPOSED MOTION: I move that the Board meet in Executive Session pursuant to ORS 192.660(2)(d), to conduct deliberations with persons designated by the governing body to carry on labor negotiations.

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