

PRESIDENTS MEETING MINUTES

- D – 12 will be assessing the number of members on the steering committee and possibly decreasing the size. We will continue to have equal partnership between bargaining unit and management.

One of the topics of discussion at the steering committee meeting on 9/24/07 will be the size of the team.

- Snow and ice shifts will start in Cuyahoga County approximately November 18, 2007. In Lake and Geauga Counties will depend on weather conditions.
- Construction is requested to have the list of employees made available for snow and ice no later than October 15, 2007.

If HT 4's from cost center 530 are assigned to snow and ice duties at a facility or yard will pick their shift by seniority at the facility or yard for the season and will be on the A list for overtime.

- D – 12 will need to transfer 31 HT 2's for their construction experience within the next two (2) construction seasons. If we do not accomplish this we will have to upgrade those employees to an HT 3.

Next year for the construction season D – 12 will make an attempt to transfer as many HT 2's to construction as the program allows. We want to allow our HT's the opportunity to advance.

- D – 12 will have the 13 fulltime HT – 1's starting approximately October 15, 2007.

Thirteen HT's will be starting full time October 15, 2007. Nine are intermittent employees and 4 will be new hires. One HT will be transferring to D – 12 from D – 9 on November 11, 2007 for a total of 14. The seasonal/Intermittent employees' approx 12 will start on November 25, 2007.

- All employees that are on the callout lists for snow and ice will be subject to snow and ice consistent overtime refusal MOU dated November 28, 2001.

All the employees in D – 12 with a CDL will be offered to attend the snow and ice refresher training. If they pick a county, yard or facility to be added to the B list they will be charged appropriately for the consistent overtime refusal MOU.