

COUNCIL PROCEEDINGS
CROSSLAKE, MINNESOTA
SPECIAL SESSION - February 6, 1987
1:00 p.m. at City Hall

The City Council of Crosslake, Minnesota met in a special session on Friday, February 6, 1987 in the council chambers of City Hall. The following members were present: Mayor Oliver Courts, and Councilmembers Elizabeth Andolshek, Diana Gallaway and Oliver Yates. Councilmember Lyle Arends was absent. Also present were Clerk/Treasurer Arlene Buchite, Telephone General Manager Anthony Mayer, Telephone Commission Chairperson Robert Turner and Commission Members Douglas Nelson and Scott Henderson.

Mayor Courts called this special council session to order at 1:00 p.m.

Telephone Chairperson Turner stated that the Committee, as appointed by Mayor Courts and consisting of himself, Council Liaison Gallaway and General Manager Mayer, met with union representative Luvern Stern to discuss the proposal from the union for salary increases and benefits for telephone company employees. (The response from the negotiation committee to the City Council is attached to these minutes and becomes a permanent part of these minutes.) MOTION NO. 2S-01-87 WAS MADE BY COUNCILMEMBER ANDOLSHEK AND SECONDED BY COUNCILMEMBER GALLAWAY TO ACCEPT THE PROPOSAL AS SUBMITTED BY THE NEGOTIATION COMMITTEE AND THE TELEPHONE COMMISSION FOR THE TELEPHONE COMPANY EMPLOYEES WAGE INCREASES AND BENEFITS. MOTION PASSED UNANIMOUSLY.

Chairperson Turner said the Telephone Commission also had a special meeting to discuss a salary increase for the General Manager. The Commission's recommendation to the Council was for a salary increase of \$2,400.00, dental benefits, use of a company owned and maintained mid-priced vehicle, and to eliminate the \$1,800.00 car allowance he currently receives. MOTION NO. 2S-02-87 WAS MADE BY COUNCILMEMBER ANDOLSHEK AND SECONDED BY COUNCILMEMBER YATES TO ACCEPT THE PROPOSAL AS SUBMITTED BY THE TELEPHONE COMMISSION. MOTION PASSED UNANIMOUSLY. Chairperson Turner also stated the Commission felt that the General Manager should be allowed to use the car for personal use as he sees fit but he should supply the gas for personal use.

The possibility of a two or three year contract for the manager was also discussed but no action was taken on it.

MOTION NO. 2S-03-87 WAS MADE BY COUNCILMEMBER ANDOLSHEK AND SECONDED BY COUNCILMEMBER GALLAWAY TO ADJOURN THIS SPECIAL COUNCIL SESSION AT 1:15 P.M. MOTION PASSED UNANIMOUSLY.

Recorded and transcribed by:



Arlene A. Buchite
City Clerk/Treasurer



Crosslake Telephone and Cablevision Company

CITY OF CROSSLAKE
Route 1 - Box 1A
Crosslake, Minnesota 56442
Phone 218-692-2777

January 20, 1987

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To: Crosslake City Council
From: Negotiation Committee
Subject: Union Negotiation Contract.

On January 19th, the Negotiation Committee consisting of Diana Gallaway, Robert Turner and Anthony Mayer met with Union Representative, Luvern Stern, and Employees Representative, Ronald Schmidt.

The purpose of this meeting was to discuss the eight (8) points brought out in their original letter of intent to bargain.

The Negotiation Committee had met on January 16th to discuss the Company's point of view without the Union present.

Union Request No. 1 - Article XVII-Section 17.01. Include Martin Luther King's Day as a Holiday.

Committee's Response. Will include as a Holiday if traded for one present Holiday but not as an additional day.

Union's Counter. Would not be interested in trade.

Conclusion. Request denied.

Union Request No. 2 - Article XVIII-Section 18.01. Change to provide for one (1) additional day for each year of service up to a maximum of twenty-five (25) days.

Committee's Response. Request denied due to the fact it has no remedial affect and could be looked at again in the future.

Union's Counter. No issue at this point.

Conclusion. Request denied.



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Union Request No. 3 - Article XXII-Section 22.01. Change to read, "Forty (40) hours of five (5) eight hour days, Monday through Friday, shall be the normal work week."

Committee's Response. No change in this Article. The Committee feels the Company needs the present flexibility due to the service nature of its business.

Union's Counter. The Union understands this position.

Conclusion. Request denied.

Union Request No. 4 - Article XXII-Section 22.02. We propose to establish Standby Pay for the employee required to carry the pager on weekends.

Committee's Response. The Committee does recognize a value in this service and is suggesting a \$25.00 Standby Pay per weekend and not to affect the Callout Pay, if applicable.

Union's Counter. Would be interested in a larger amount but will settle for this figure.

Conclusion. The Committee to recommend this \$25.00 amount for approval by the City Council. Also included under this request was the deletion of Saturday work. The Committee's response was that the Company does need the Saturday work because of its service nature. Conclusion. Request denied.

Union Request No. 5 - Article XXIII-Section 23.03. Delete this section in its entirety.

Section 23.03. Vacation, Sick Leave and all other excused absences with or without pay shall not count as time worked when computing overtime application.



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Committee's Response. The Committee feels that deleting this Article would not cause a problem. This Article is counteractive to Section 23.01 which states that overtime will be paid after 8 hours per day and after 40 hours per week.

Conclusion. The Committee is willing to recommend the deletion of this Article with approval by the City Council.

Union Request No. 6 - Article XXXV-Section 35.01. We propose to include a Dental Plan in this section.

Committee's Response. The Committee agrees to propose this benefit to the City Council for approval. Preliminary cost was estimated at \$13.95 for single and \$36.95 for family with an annual cost of approximately \$1,700 for the Company.

Conclusion. The Committee will recommend to the City Council for approval that this benefit be granted.

Union Request No. 7 - Article XXXVII-Section 37.01. We propose a wage increase of 6.5% for each year of a two year agreement. This wage proposal is based on catch up required to bring us to the average of the industry in the immediate surrounding areas.

Committee's Response. The Committee has done extensive research in this Area of the negotiation surrounding companies. They were polled to determine the wages and the NTCA's Survey was used to come to the following conclusion.



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The Committee is recommending the following changes:

	<u>Year 1</u>	<u>Year 2</u>
I. That the following salaries to be raised as indicated.		
A. Billing Clerk Salary to be raised 2%.	2%	2%
B. Bookkeeper Salary to be raised 2%.	2%	2%
C. Installer/Repair Salary to be raised 2%.	2%	2%
D. Combination Technician Salary to be raised 6% Year 1, 4% Year 2.	6%	4%
II. Additional positions to be added to Salary Schedules.		
A. Assistant Billing Clerk maximum salary three steps below Billing Clerk.		2%
B. C.O.E.-Installer/Repair maximum hourly wage \$13.03 first year.		4%

Keep in mind we do not presently have individuals in the position of Assistant Billing Clerk or C.O.E.-Installer/Repair. The Committee is proposing the opening of these two positions with the possibility of it being filled at a later date.

Union's Counter. The Union agrees to this proposal of wages.

Conclusion. The Committee agrees to recommend to recommend the wage changes to the City Council for approval.



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Union Request No. 8. We propose to negotiate a premium for anybody required to climb the towers.

Committee's Response. The Negotiation Committee felt that the Tower Climbing falls under the normal duty of people in these positions and will not recommend the premium pay for this duty.

Union's Counter. The Union could understand this position.

Conclusion. Request denied.

The Negotiation Committee has met with the Union and have bargained in good faith. The Committee feels that the above tentative Agreement is a good one and recommends it to the Telephone Commission and to the City Council for approval.

The Union agreed to these negotiations contingent on acceptance of the complete package.

Sincerely,

The Negotiation Committee.

Robert Turner, Chairperson, Telephone Commission

Diana Gallaway, Councilperson

Anthony V. Mayer, General Manager

Robert B. Turner
Diana G. Gallaway
Anthony V. Mayer