

July 18, 2011

Dear Alders:

During the extensive deliberations this past year about the future of Overture, many of you expressed support for ensuring that Overture employees not be harmed financially or professionally by the transition. In accordance with the Structural Agreement between the City and Overture, all permanent full-time and part-time employees have received Offers of Employment from Overture. We now have until September 1 to decide whether we wish to accept those offers or apply for, transfer and/or bump into City positions.

A major factor in the decision for many staff is the payout of our accumulated sick leave. During the course of negotiations last December, it was clear to us that sick leave payout was one way in which the City would take care of its employees. Now, it appears there may be some resistance to honoring this promise. Refusing that benefit now would violate the spirit of the structural agreement, if not the letter of the contract. It would certainly constitute a breach of trust, if not law.

There has also been some discussion about delaying a decision on this until the budget is considered in November. However, since we must each make our individual decisions by September 1, that timeframe is not workable.

Furthermore, we ask you to consider the following:

- There are a significant number of us who would like to stay in our positions at Overture, but simply cannot afford to walk away from our accumulated sick leave benefit.
- Typically, sick leave payout is not given when a City employee leaves City employment voluntarily. We, however, are not "quitting" our jobs to move to new employment.
- City benefits, security and stability were a factor when many of us applied for our positions. We took it in good faith that if we were valuable employees, we would retire with the city benefits that we were promised.
- The fact that we have accumulated, in many cases, significant sick leave balances is an indication that we are conscientious employees.
- Some staff will be forced to leave Overture based on this issue alone. This will be negative for all concerned. Overture loses our expertise and passion for our jobs, and the City is forced to find comparable positions and possibly deal with a large number of Overture staff bumping other City employees from their positions, which could have a ripple effect on other city agencies.
- The fact that Overture Center chose to change its governance structure should not enter into your decision. The fact is that Overture Center's rank and file employees did not make the decision. Refusing to pay sick leave now would amount to punishing employees for an institutional decision.

We recognize there is a serious budget shortfall, but ask that you not consider renegeing on sick-leave payout to City staff who have earned it. We are asking you to address this issue fairly for Overture staff as quickly as possible so that we can accept our offers of employment and turn our energy toward ensuring the success of the transition.

Thank you for your attention to this serious matter.

Note: Not all of the signatories below are impacted by the sick leave issue because of retirements or other factors, but all strongly support their colleagues on this issue.

Stacy Levin

Mary R Katada

Robert Chappell

Gay L. McClain

Susan Crofton

Rudy Lienau

Nicole Paolotti

Andy Adams

Bill Zimmerman

Jodelle A. Baker

Jay Young

~~Jason Hurwitz~~

Charles J. Klein

Brenda Neff

Diana Durant

Richard Bertrams

RICHARD BERTRAMS J.R.

DENNIS McCASLIN

Glenn A Weibert

Janet T. Kneller

Thao Samens

Andrea Miller

Amy Berning

JACQUIE GOETZ

Jamel Kharbush

Graphic Designer

Admin Clerk

Director of Strategic Communications

marketing assist.

Programming & Marketing

VP Operations

marketing manager

Digital Media Manager

CW II

CW II

ACCOUNT TECH

Inter

ACCOUNTANT

OPERATIONS

House Manager

Security Manager

MECHANIC I

Operations Director

Event Sucs Coordinator

Education Director

GALLERY COORDINATOR

Graphic Designer

PATRON SERVICES DIR.

Asst. Patron Services Dir.

Stacy Levin

Mary R Katada

Robert Chappell

Gay L. McClain

susan crofton

Rudy Lienau

Nicole Paolotti

Andy Adams

Bill Zimmerman

Jodelle A. BAKER

JAY YOUNG

Jason Hurwitz

Charles J. Klein

Brenda Neff

Diana Durant

Richard Bertrams

Dennis McCaslin

Glenn A Weibert

Janet T. Kneller

Thao Samens

Andrea Miller

ANDREA MILLER

(Signed per phone conversation)

J. Y. Fox

J. Goetz

Jamel Kharbush

Thomas J. Brom

Jess Schuknecht

HEATHER MURN

DANE MELBY

Kletta Keith

DAVIN PICKELL

FRANK SCHWEITZER

Brian L. Andersen

John Frautsch

Josie Drake

Brenda Malisch

Box Office Cashier

Ticket Office Manager

GROUP SALES COORDINATOR

BOX OFFICE CASHIER

Ticket Office Clerk

Theater Technician 2

THEATER TECH

Theater Tech

Theater Technician

Graphic Designer

Room Coordinator

Thomas J. Brom

Jess Schuknecht

Heather Murn

Dane Melby

Kletta Keith

Davin Pickell

Frank Schweitzer

Brian L. Andersen

John Frautsch

S. L. Fr. J. Drake

Brenda E. Malisch