

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

County Board Staff Committee
INITIATED BY

County Board Staff Committee
SUBMITTED BY



Lori Pope, Assistant HR Director
DRAFTED BY

December 6, 2010
DATE DRAFTED

TITLE

**TO RATIFY THE 2010-2011 LABOR CONTRACT BETWEEN ROCK COUNTY
AND
AFSCME, LOCAL 1077 (PUBLIC WORKS/GENERAL SERVICES)**

1 WHEREAS, the County is subject to 111.70 of the Wisconsin Statutes; and
2
3 WHEREAS, representatives of AFSCME, Local 1077 labor union have met with the Corporation
4 Counsel and the Human Resources Director several times in an attempt to arrive at a mutual agreement
5 on wages, hours, and conditions of employment; and
6
7 WHEREAS, the proposed wage settlement represents a wage increase of 0% for the year 2010, 1%
8 effective January 1, 2011, 1% effective December 31, 2011; and,
9
10 WHEREAS, the settlement includes salary adjustments to several classifications as outlined in the
11 attached summary; and,
12
13 WHEREAS, a summary of the contractual language modifications is attached,
14
15 NOW, THEREFORE, BE IT RESOLVED, that the Rock County Board of Supervisors
16 assembled this 14th day of December, 2010 does hereby ratify the terms and conditions
17 of the 2010-2011 labor agreement with AFSCME, Local 1077 (Public Works/General Services).
18

Respectfully submitted,

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni
J. Russell Podzilni, Chair

Sandra Kraft
Sandra Kraft, Vice Chair

Eva Arnold
Eva Arnold

Hank Brill
Hank Brill

Betty Jo Bussie
Betty Jo Bussie

Ivan Collins
Ivan Collins

Absent
Marilynn Jensen

Louis Peer
Louis Peer

Kurtis L. Yankee
Kurtis L. Yankee

10-12A-221

TO RATIFY THE 2010-2011 LABOR AGREEMENT BETWEEN
ROCK COUNTY AND AFSCME, LOCAL 1077(PUBLIC WORKS/GENERAL SERVICES).

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FISCAL NOTE:

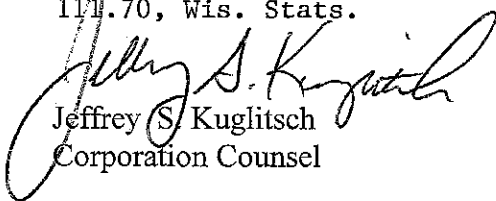
	<u>Base Compensation</u>	<u>Add'l Base Compensation</u>	<u>Wage Increase</u>	<u>Overall % Increase</u>
2010	5,390,978	95,911	0%	1.7791%
2011	5,486,889	139,603	1% eff 1-1-2011 1% eff 12-31-2011	2.5443%



Jeffrey A. Smith
Finance Director

LEGAL NOTE:

The County Board is authorized to take this action pursuant to secs. 59.01 and 111.70, Wis. Stats.



Jeffrey S. Kuglitsch
Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.



Craig Knutson
County Administrator

AFSCME LOCAL 1077 AND ROCK COUNTY
Synopsis of Changes to the 2007-2009 Agreement
November 29, 2010

ARTICLE III-UNION SECURITY

- 3.09 Labor Management Meetings: Up to three (3) representatives of Rock County management and up to three (3) representatives of Local 1077, AFSCME, agree to meet once each quarter, or as needed at the request of the Union or the Employer, to discuss mutual concerns and problems of interest to the parties. There shall be no deduction of pay for reasonable time spent for these purposes. The parties will alternate taking minutes at the meeting. Minutes will be approved by the parties and posted. An agenda may be established by the parties prior to the meeting to facilitate discussion. This is not intended to circumvent the grievance and arbitration procedure.

ARTICLE X-VACATION

- ~~10.03 Employees hired prior to January 1, 2001, will receive vacation as specified in Article 10.03 until the employees length of service would provide more vacation under Article 10.04, at which time the employee will be placed in the vacation scheduled specified in Article 10.04. Effective 1/1/2011, Employees shall be entitled to annual paid vacation as follows: upon the completion of one year, ten working days; in addition, employees shall be entitled to one additional day of vacation per year for each additional years of employment, up to a maximum of twenty-two five working days of paid vacation per year according to the following schedule:~~

- ~~10.04 Employees hired after January 1, 2001 shall be entitled to annual paid vacation as follows: upon the completion of one year, ten working days. Each year starting with the completion of 5 years of service, an employee shall receive (1) one additional day of paid vacation up to a maximum of (25) twenty five days according to the following schedule:~~

After 5 <u>2</u> years - 11 days	After 13 <u>10</u> years -19 days
After 6 <u>3</u> years - 12 days	After 14 <u>11</u> years - 20 days
After 7 <u>4</u> years - 13 days	After 15 <u>12</u> years - 21 days
After 8 <u>5</u> years - 14 days	After 16 <u>13</u> years - 22 days
After 9 <u>6</u> years - 15 days	After 17 years - 23 days
After 10 <u>7</u> years - 16 days	After 18 years - 24 days.
After 11 <u>8</u> years - 17 days	After 19 years - 25 days
After 12 <u>9</u> years - 18 days	

ARTICLE XII-FUNERAL LEAVE

- 12.01 In the event of a death in an employee's family, absence will be allowed without loss of pay according to the following schedule: three days for death of spouse, domestic partner as defined by the State of Wisconsin, child, parent, mother in-law, father-in-law, brother or sister; two days for death of step-parent, step-child, or grandparent, grandchild; one day for death of sister-in-law, brother-in-law, son-in-law, daughter-in-law, aunt or uncle grandchild. Any additional days shall be charged to vacation; or at the employee's request be charged to accumulated holidays.

ARTICLE XIII-INSURANCE

- 13.04 Dental Insurance. ~~Effective July 1, 1986~~, A group dental insurance plan shall be made available by the County. The coverage and benefit levels shall be as set forth in Appendix A of this Agreement. Only employees working one-half time or more shall be eligible to participate in said program. The cost for said premiums shall be shared as follows:

The Employer shall pay 60% of applicable premium of the lowest cost available plan and the employee shall pay 40% the remainder of the applicable premium. ~~For the program to become effective, a minimum of 70 eligible unit employees shall enroll for participation in the program.~~

XIV-HOURS OF WORK, WAGES, CLASSIFICATION AND PAYDAY

- 14.05 Each employee covered by this agreement shall be classified by a job title as listed in the Wage Appendix under "Classification" and when any such employee is temporarily required to perform the work of a higher classified job title for more than ~~fifteen~~ ten working days, he/she shall receive the rate of pay for such job title as provided in the Wage Appendix.

ARTICLE XVIII-ALTERATION, LIMITATIONS, DURATION

- 18.03 This Agreement shall commence on January 1, 2010~~7~~ and shall remain in full force and effect through December 31, 2011~~09~~, unless either party desires to alter, amend or otherwise change this Agreement upon written notice to the other party to be received no later than July 1, 2011~~09~~ or the first day of July in any year thereafter, this Agreement shall be automatically renewed from year to year. In the event one of the parties desires to alter, amend, or otherwise change this Agreement and proper notice is given, but

agreement between the parties to the proposed alteration, amendment or other change is not reached prior to the expiration date of this Agreement, and unless other terms are agreed to, this Agreement shall continue in full force and effect until the parties shall agree to the proposed alterations, amendments, or other changes. It is expressly understood between the parties that time is of the essence in the submission and receipt, if any, of the aforementioned notice.

ARTICLE XXIII-APPENDIX, WAGES

- 0% ATB Wage adjustment for the 2010 calendar year.
- 1% ATB January 1, 2011.
- 1% ATB December 31, 2011.
- Effective July 1, 2011 add .75% to all wage rates for Heavy Truck Drivers (Class III to III C)
- Effective July 1, 2011 add 1% to all classifications at the 15 year rate
- Effective July 1, 2011 add 1.5% to all classifications at the 6 month rate to create a new five year step
- Effective December 1, 2011 move the Airport Maintenance Worker class from IIIA to IV
- Effective December 1, 2011 add \$0.55 to each step of class V to create the new class V(A) for the airport crew leader. (This classification was created after the last contract was settled and the parties have agreed on the class description at their last bargaining session.)

Negotiation notes:

- A) Members of AFSCME 1077 shall have the same opportunity as all other county employees to enroll in the employee paid vision plan.
- B) The County will agree to take a fresh look at and discuss the following grievance filed by the Union related to the Clinical Health Risk Assessment after the conclusion of the bargain:

Grievance No. 10-02 (Blood Draw). Grievance dated 3/24/2010. Second shift employees who reported to the Clinical Health Risk Assessment shall be compensated at their applicable rate of pay for participation in the medical examinations held in February, 2010. The County will schedule all future Clinical Health Risk Assessments for bargaining unit members during their regular scheduled work hours.