

TO THE IOWA COUNTY BOARD OF SUPERVISORS:

WHEREAS, the Committee on Salary and Personnel, do hereby recommend ratification of the 1994-95 Iowa County Courthouse and Social Services Employees Union, Local 413, AFSCME, AFL-CIO contract. The provisions of the current collective bargaining agreement shall continue in full force with the following changes:

1. Amend Section 9.01 as follows:

9.01 If the Employer eliminates the number of positions in any classification and/or departments, the following procedure shall apply:

- a) Employees whose jobs have been eliminated shall have the right to bump a less senior employee in their classification and/or in their pay range or classifications in pay ranges pursuant to Subsections d) and e) below, provided they are qualified to do the junior employee's job.
- d) Bumping rights shall be limited to the following groups:
 1. Social Services Department;
 2. All other employees within the bargaining unit.
- e) In the event a Constitutional Office Deputy (including Register of Deeds and Register in Probate) is removed from his/her position by virtue of statutory or constitutional powers of the Constitutional Officer, the Deputy shall be considered laid off, and shall be eligible to bump any less senior employee (excluding another Constitutional Office Deputy) within his/her group.

2. Amend Section 11.06 as follows:

11.06 Employees will be allowed to use earned vacation with pay in increments of no less than one (1) hour. It is understood that employees shall receive advance approval for the use of vacation.

3. Amend Section 13.01 to remove obsolete health insurance language.

4. Appendix A - Wages

- a. Add the following to the end of the wage schedule:
Employees classified as Economic Support Specialist Asst. shall be reclassified to Economic Support Specialist upon completion of one year's service as an Assistant effective January 1, 1994.

- b. Increase all wages by 23¢ effective January 1, 1994.
- c. Increase all wages by 24¢ effective October 1, 1994.
- d. Increase all wages by 23¢ effective January 1, 1995.
- e. Increase all wages by 24¢ effective October 1, 1995.
- f. Reclassify Economic Support Specialist Assistant, Economic Support Specialist, and Economic Support Specialist Leadworker upwards by one pay range each effective July 1, 1994.

NOW, THEREFORE, BE IT RESOLVED that the above changes by made in the current collective bargaining agreement between Iowa County and the Courthouse and Social Services employees.

Respectfully submitted:

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IOWA COUNTY PERSONNEL COMMITTEE