

RESOLUTION NO. 4-0104

WHEREAS, the Committee on Salary and Personnel, do hereby recommend ratification of the following contract changes to be included in the 2003-2004 Iowa County Highway Employees Union, Local 1266, AFSCME, AFL-CIO contract. The provisions of the current 2001 - 2002 collective bargaining agreement's articles and sections shall continue in full force with the following changes:

1. ARTICLE 11 – OTHER PAID LEAVES Amend Section 11.01 as follows:

11.01 Bereavement Leave : When there is a death in the immediate family of an employee, three (3) consecutive days off with pay will be allowed.

- a) Immediate family is defined as parents, stepparents, brother, sister, *step sibling*, spouse, children, stepchildren, mother-in-law, father-in-law, *brother-in-law, sister-in-law*, grand parents, and grandchildren.
- b) One (1) day off with pay will be allowed for the death of aunts, uncles, nieces, nephews, ~~brothers and sisters of spouse~~ and spouse's grandparents, *spouse's aunt and spouse's uncle*.

2. ARTICLE 15. – COMPENSATION Create a new Section 15.05 as follows:

15.05 Direct Deposit: Highway Department employees may choose to receive their paycheck as a direct deposit to their bank, with the understanding that direct deposit checks are received on Thursdays, and direct deposit will not be available for paychecks that immediately follow a department holiday.

3. ARTICLE 19 - TERM Amend Section 19.01 as follows:

19.01 This Agreement shall be effective as of January 1, ~~2001~~, *2003*, and shall remain in full force and effect through December 31, ~~2002~~, *2004*, and shall automatically renew itself from year to year thereafter until such time that either party desiring to alter, amend or otherwise change this Agreement serves written notice upon the other no later than September 1, ~~2002~~, *2004*, or the first day of September of any year thereafter.

4. APPENDIX A – CLASSIFICATION AND WAGES

- a. Increase all wages by 3% effective January 1, 2003.
- b. Increase all wages by 2% effective April 1, 2004.

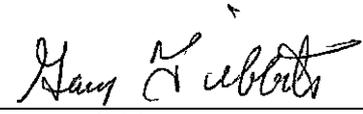
THEREFORE, BE IT RESOLVED, that the Iowa County Salary & Personnel Committee do hereby recommend that the Iowa County Board of Supervisors adopts these changes and additions to be made in the current collective bargaining agreement between Iowa County and the Iowa County Highway Department Employees Union Local 1266.

Dated this 20th day of January, 2004.

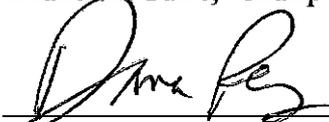
Respectfully submitted:



Diane McGuire, Chairperson

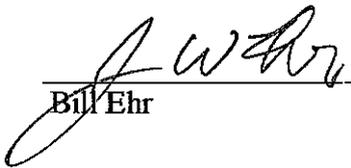


Gary Tibbits



Dana Perry, Vice Chairperson

Bob Speaker



Bill Ehr