

**RESOLUTION NO. 6-0607**

**WHEREAS**, the Committee on Salary and Personnel, do hereby recommend ratification of the following contract changes to be included in the 2007-2008 Iowa County Highway Department Employees Union contract:

**1. ARTICLE 1 – RECOGNITION.** Amend at Section 1.01 as follows:

1.01 The Employer recognizes the Union as the exclusive collective bargaining representative for all the employees of the Iowa County Highway Department, except the Commissioner and Patrol Superintendent *and Office Administrator* on all questions of wages, hours, and conditions of employment.

**2. ARTICLE 6– SENIORITY** Amend Section 6.02 as follows:

6.02 Seniority Roster: A seniority roster shall be posted on all shop bulletin boards and brought up to date ~~in March and September~~ *the last working day in December* of each year by the Employer.

**3. ARTICLE 8– HOLIDAYS.** Amend Section 8.01 as follows:

8.01 Paid Holidays: Each employee upon completion of his/her probationary period, shall be granted the following holidays off with pay:

- 1) New Year's Day
- 2) ~~Good Friday~~ *Spring Day*  
*(The Friday before the 1st Sunday after the first full moon in Spring)*
- 3) Memorial Day
- 4) Fourth of July
- 5) Labor Day
- 6) Veterans' Day
- 7) Thanksgiving Day
- 8) Christmas Eve
- 9) Christmas Day
- 10) New Year's Eve
- 11) One (1) floating holiday

**4. ARTICLE 9– VACATIONS.** Amend Sections as follows:

9.02 Notice: Employees shall give the Highway Commissioner, or his/her designee, at least ten (10) working days advance notice of the desired vacation time except in cases of emergency. This notice requirement may be waived at the Commissioner's discretion. Choice of vacation time within a given classification shall be by seniority. *If an employee is separated from employment with the County, the employee will reimburse the County for any vacation which was taken but unearned.*

9.06 Carryover: Employees will be permitted to carry unused vacation for up to ninety (90) days beyond January 1st of each year.

**5. ARTICLE 10– SICK LEAVE** Amend Section 10.02 as follows:

*10.02 Use: The first hour of sick leave shall be used in a one (1) hour block of time, however, sick leave can then be used in one half-hour(½) increments after that.* Sick leave pay shall begin on the first day of absence and notice must be given to the Employer prior to the regular starting time, if at all possible for the employee to do so. Any employee off from work without written leave of absence in excess of three (3) working days may be required to support his/her claim for sick leave benefits by satisfactory evidence that he/she was under a doctor's care while absent. Sick leave benefits shall not be abused. An employee shall be allowed to use sick leave where there is a serious illness in the employee's immediate family as immediate family is defined in Section 11.01, if the employee's presence is required.

**6. 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~~ *mother, father, stepparents stepmother, stepfather*, brother, sister, ~~step sibling~~ *stepsister, stepbrother*, spouse, ~~children~~ *son, daughter, stepchildren stepson, stepdaughter*, mother-in-law, father-in-law, ~~brother-in-law, sister-in-law, son-in-law, daughter-in-law,~~ *grandparents grandmother, grandfather, and grandchildren grandson and granddaughter.*

b) One (1) day off with pay will be allowed for the death of aunts, uncles, nieces, nephews, *brother-in-law, sister-in-law*, spouse's ~~grandparents~~ *grandfather and grandmother*, spouse's aunt and spouse's uncle.

**7. ARTICLE 19– TERM** Amend Section 19.02 as follows:

19.01 This Agreement shall be effective as of January 1, ~~2005~~ *2007*, and shall remain in full force and effect through December 31, ~~2006~~ *2008*, 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, ~~2006~~ *2008*, or the first day of September of any year thereafter.

8. Agree to Vacation Accrual 4 Year plan

9. Amend Appendix A as follows:

a. Effective January 1, 2007, Increase all wages by 2.5%

b. Effective February 15, 2008, increase all wages by 2.75%

c. Tool allowance of .15/hr will be applied to the Lead Shop Classification

10. Side letter-- Four Ten Hour Days. Provides 10 hour holiday pay for 3 major holidays during the 2008 4 day/10 hour work schedule.


**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 Employees Local 1266, AFSCME, AFL-CIO.


Dated this 19<sup>th</sup> day of June, 2007.

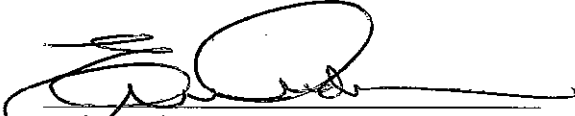
Respectfully submitted:

  
Peter Berg, Chairperson

  
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