

RESOLUTION NO. 3-497

WHEREAS, the Committee on Salary and Personnel, do hereby recommend ratification of the 1996-97 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. **Throughout:** Change Article designations from roman numerals to arabic numbers.

2. **Article VII - Job Posting:** Amend Section 7.03 as follows:

7.03 Trial Period: Such promoted employees shall be on trial for the first sixty (60) work days, ***except employees posting into an Economic Support Specialist Assistant position shall also be required to successfully complete the training required under s. 46.033, Wis. Stats., and HSS s217 within the first six (6) months of employment in that capacity***, and should they be found unqualified to perform the work ***or should they fail to successfully complete the training, they*** shall be returned to the position from which they were promoted. Within five (5) working days immediately following a promotion, an employee may voluntarily return to the position from which promoted.

3. **Article VIII- Hours:** Replace Section 8.03 with the following:

8.03 Work Day/Work Week:

a. Courthouse Employees: The normal work day shall be seven (7) hours per day, 8:30 a.m. to 4:30 p.m. The normal work week shall be thirty-five (35) hours per week, Monday through Friday, for regular full-time employees. The lunch period shall be one (1) hour.

b. Social Services Department: The normal workday shall be eight (8) hours per day, 8:00 a.m. to 4:30 p.m. The normal work week shall be forty (40) hours per week, Monday through Friday, for regular full-time employees. The lunch period shall be one-half (1/2) hour for each work day.

c. C.O.A. Bus Driver: The normal work week shall be no more than thirty-five (35) hours per week, Monday through Friday. The lunch period shall be one (1) hour for each work day.

4. **Article IX - Layoff:** 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, **and serve a reasonable trial period, not to exceed sixty (60) working days.**
- b) Employees who are without jobs as a result of a bump or a reduction in the number of positions shall be notified in writing two (2) weeks prior to the layoff and shall be placed on a re-employment list.
- c) Employee who do not choose to exercise their bumping rights shall also be placed on the re-employment list.
- 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.~~

5. **Article XIV - Leave of Absence without Pay**

Add the following sentence to the end of the paragraph: **"Employees shall not accrue any sick leave nor any vacation benefits during the period of unpaid leave."**

6. **Article XV - Other Paid Leaves and Allowances:** Amend Section 15.01 as follows:

15.01 Jury Duty: An employee called for jury duty and who serves as a juror on a regularly scheduled working day or days, shall be paid by the County at their regular rate, and the amount paid by the Court for such services shall be refunded to the County. An employee is required to return to work within one (1) hour after discharge from jury duty (when served in Iowa County) when at least ~~four (4)~~ **two (2)** hours remain

in the workday.

An employee shall be similarly paid for time lost from work because of being called determine his/her qualifications for jury duty.

7. **Article XVI - Miscellaneous:** Create a new Section 16.07 as follows:

16.04 Testing: In the event the Employer deems it necessary to conduct a test to determine if an employee is qualified for a vacancy or to bump as provided elsewhere in this agreement, the County shall conduct a fair and consistent test among applicants for the same job opening.

8. **Appendix A - Wages:** Reclassify the Secretary/Clerk/Typist position in the Child Support Office to Child Support Specialist in pay range 3 effective January 1, 1996.

9. **Article VIII - Hours:** Create a new paragraph d of Section 8.03 as follows:

d. **Land Conservation:** The normal work day shall be seven (7) hours per day, 8:30 a.m. to 4:30 p.m., and the normal work week shall be thirty-five (35) hours per week, Monday through Friday. The lunch period shall be one (1) hour. There shall be a trial period from April 1 - October 31, 1996, during which the normal work day shall be seven (7) hours per day, 7:00 a.m. to 3:00 p.m., and the normal work week shall be thirty-five hours per week, Monday through Friday. The lunch period shall be one (1) hour. This schedule may be continued, after October 31, 1996, by mutual agreement of the parties.

10. **Article XV - Other Paid Leaves and Allowances:** Amend Section 15.04 as follows:

15.04 Retirement: The County and employees participate in a retirement program as provided for by Wisconsin Statutes and governed by Wisconsin Statutes and Wisconsin Retirement Board.

The County hereby agrees to pay on behalf of the employee to the Wisconsin Retirement Fund, the employees' contribution not to exceed six and ~~two-tenths~~ **one-half** percent (~~6.2%~~ **6.5%**) of their gross wages.

Participation commences on the employee's starting date.

11. **Article XX - Duration:** Amend to provide for a two year agreement commencing January 1, 1996.

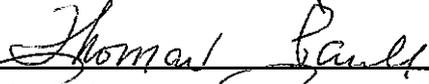
12. **Appendix A - Wages**

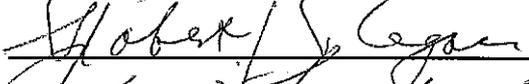
- a. Effective January 1, 1996, increase all wages by .22 per hour;
Effective October 1, 1996, increase all wages by .23 per hour;
Effective January 1, 1997, increase all wages by .24 per hour;
Effective October 1, 1997, increase all wages by .25 per hour.
- b. Effective upon the date of the arbitration award, reclassify the
Benefit Specialist position to pay range 3.

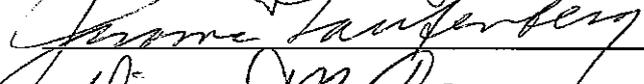
NOW, THEREFORE, BE IT RESOLVED that the above changes be made in the current collective bargaining agreement between Iowa County and the Courthouse and Social Services employees.

Respectfully submitted:











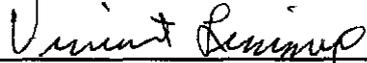
IOWA COUNTY PERSONNEL COMMITTEE

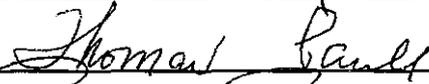
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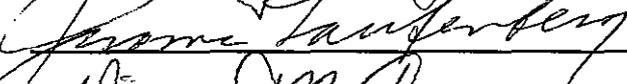
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