

RESOLUTION NO. 1-0702

WHEREAS, the Committee on Salary and Personnel, do hereby recommend ratification of the attached 2001-2002 Iowa County Highway Employees Union Local 1266, AFSCME, AFL-CIO contract. The provisions of the current 1998 - 2000 collective bargaining agreement's articles and sections shall continue in full force with the following changes:

1. **Article 9 - Vacations.** Amend Section 11.01 as follows:

11.01 Each regular employee shall receive vacation with pay at their current hourly rate each year as follows:

- | | | | |
|-------|-------------------------------------|---|--|
| a) | After one (1) year | - | one (1) two (2) weeks; |
| b) | After two (2) years | - | two (2) weeks; |
| e) | After eight (8) years | - | three (3) weeks; |
| d) c) | After sixteen (16) years | - | four (4) weeks; |
| d) | After twenty five (25) years | - | five (5) weeks. |

2. **Article 19 – Term** Amend Section 19.01 as follows:

19.01 This Agreement shall be effective as of January 1, ~~1998~~ **2001**, and shall remain in full force and effect through December 31, ~~2000~~ **2002**, 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, ~~2000~~ **2002**, or the first day of September of any year thereafter.

3. **Appendix A - Wages.**

- a. Effective January 1, 2001, increase all wages by 3%.
- b. Effective October 1, 2001, increase all wages by 1%.
- c. Effective January 1, 2002, increase all wages by 2%.
- d. Effective October 1, 2002, increase all wages by 2%.

**APPENDIX A
CLASSIFICATION AND WAGES**

Classification	Rate/Hr Effective 1/1/01	Rate/Hr Effective 10/1/01	Rate/Hr Effective 1/1/02	Rate/Hr Effective 10/1/02
Group VI Leadman: Shop, Outside	14.61	14.76	15.06	15.36
Group V First Mechanic	14.49	14.63	14.92	15.22
Group IV Mechanics; Catskinner; Blademan (Construction); Bituminous Plant & Oil Distributor Operator; Loader Operator; Roller Operator; Partsman	14.35	14.49	14.78	15.08
Group III Truck Driver; Patrolman (State or County)	14.27	14.41	14.70	14.99
Group II Patrolman Helper; Janitor; Assistant Partsman; Scale Person & Sat. Night Watch	14.20	14.34	14.63	14.92
Group I Common Labor	13.87	14.01	14.29	14.58
Seasonal Labor Not to exceed ninety (90) calendar days	12.66	12.79	13.05	13.31

All newly hired employees, except seasonal, shall be paid five percent (5%) less than the Common Labor rate for the first ninety (90) days (probationary period) of their employment. Those employees who are continued in employment beyond ninety (90) calendar days, except seasonal employees, shall be considered to have satisfactorily completed their probationary period and shall, effective the first day of the following pay period, be paid the rate of Common Labor.

Classification	Rate/Hr Effective 1/1/01	Rate/Hr Effective 10/1/01	Rate/Hr Effective 1/1/02	Rate/Hr Effective 10/1/02
Clerk I	13.84	13.98	14.26	14.55
Office Manager	14.71	14.86	15.16	15.46

Employees classified as mechanics shall receive an additional fifteen cents (15¢) per hour as a tool allowance.