

~~CONFIDENTIAL~~  
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**RESOLUTION NO. 3-0503**

**WHEREAS**, the Committee on Salary and Personnel, do hereby recommend ratification of the attached 2002-2003 Iowa County Courthouse & Social Services Employees Union Local 413, AFSCME, AFL-CIO contract. The provisions of the current 2000 - 2001 collective bargaining agreement's articles and sections shall continue in full force with the following changes:

1. **Article 5 - Probation.** Amend as follows:

The period of probation shall be six(6) months and all newly hired employees shall be on probation. Probationary employees may be disciplined or discharged without recourse to the grievance procedure contained in this Agreement. When employment continues beyond the six (6) months, the employee shall be considered a regular employee and no other notice of the employee's change of status shall be necessary. Employee's probationary period may be extended for a period of time not to exceed ~~ninety (90)~~ *one hundred eighty (180) days upon mutual agreement between the Employer and the Union provided a prior written statement of concern is provided to the Union and to the employee.*

2. **Article 15 – Other Paid Leaves and Allowances.** Amend Section 15.02 (a) as follows:

15.02 Bereavement: When there is a death in the immediate family of an employee, three (3) 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, *daughter-in-law, son-in-law*, grandparents and grandchildren.
- b) One (1) day off with pay will be allowed for the death of aunts, uncles, nieces, nephews, spouse's grandparents, spouse's aunt, *and spouse's uncle, daughter-in-law, and son-in-law.*

3. **Appendix A – Wages.**

- a. Place the Tax Description Specialist in Range 3 effective at the end of the first full payroll period following both parties' ratification of the collective bargaining agreement.
- b. Increase all wages by 2% effective January 1, 2002.
- c. Increase all wages by 2% effective October 1, 2002.
- d. Increase all wages by 3% effective January 1, 2003.

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

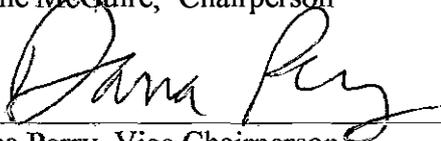
The Iowa County Board of Supervisors adopts the recommendations of the Committee on Salary and Personnel and approve the above changes and additions be made in the current collective bargaining agreement between Iowa County and the Iowa County Courthouse & Social Services Employees Union.

Dated this 20<sup>th</sup> day of May, 2003.

Respectfully submitted:



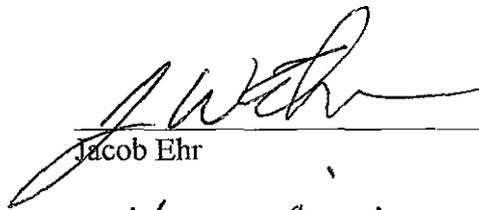
Diane McGuire, Chairperson



Dana Perry, Vice Chairperson



Bob Speaker



Jacob Ehr



Gary Tibbits