

TO THE IOWA COUNTY BOARD OF SUPERVISORS:

WHEREAS, the Committee on Salary and Personnel, do hereby recommend ratification of the 1994-95 Iowa County Professional Employees' Union, Local 413, AFSCME, AFL-CIO contract, and

WHEREAS, the provisions of the current collective bargaining agreement shall continue in full force with the following changes:

1. Create Section 8.01 e) Data Processing Assistant: The normal work week shall be thirty-five (35) hours per week, Monday through Friday.
2. Delete obsolete language in Section 10.01 by deleting Election Day and reference to the effective date of the floating holiday.
3. Amend Section 12.02 to allow a cash payment to the estate for accumulated sick leave for all employees who die while in the employ of the County.
4. Amending Section 12.05 in that the County will continue to provide hospital and surgical insurance and major medical for the employee and dependents if applicable, in accordance with Article 13, up to a period of six (6) months. In the event the employee desires to take parental leave, the County will continue such coverage for a period of twelve (12) weeks. It shall be the employee's responsibility to see that the County receives the employee's share (if any) of the cost of such insurance each month.
5. Amend Section 12.06 by stating that 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 15.04, if the employee's presence is required.
6. Deleting obsolete health insurance language.
7. Amend Section 21.03 by modifying the Nurse schedule to eliminate the first two steps, and to modify the time intervals between steps to conform with the rest of the bargaining unit. The resulting schedule effective prior to the implementation of the 1994 wage increase(s) shall be as follows:

|                        |                |                |
|------------------------|----------------|----------------|
| Community Health Nurse | Start \$13.67  | 6 mo. \$14.06  |
|                        | 18 mo. \$14.38 | 30 mo. \$14.71 |
7. Amend Section 21.03 by modifying the wage schedules as follows:
  - i. Effective 1/1/94: Increase all wage rates by 25¢;

- ii. Effective 7/1/94: Increase all wage rates by 26¢;
- iii. Effective 1/1/95: Increase all wage rates by 3%;
- iv. Effective 10/17/95: Increase all wage rates by 30¢.

Place the Data Processing Assistant position in the same wage schedule with Land Conservation and Land Technician classifications.

8. Increase on-call pay from \$145.00 per week to \$155.00 per week, effective January 1, 1995.

Respectfully submitted:

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IOWA COUNTY PERSONNEL COMMITTEE