

TO THE IOWA COUNTY BOARD OF SUPERVISORS:

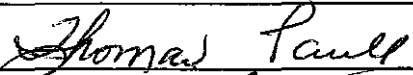
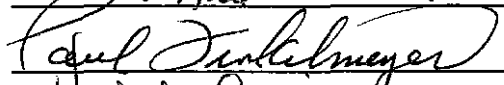
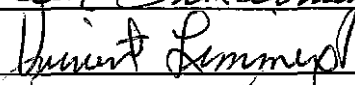
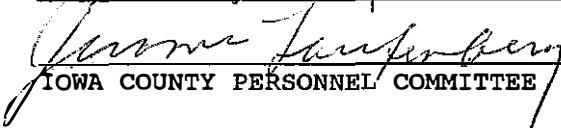
WHEREAS, the Committee on Salary and Personnel, do hereby recommend ratification of the 1994-95 Iowa County Highway Employees Local 1266, AFSCME, AFL-CIO contract. The provisions of the current collective bargaining agreement shall continue in full force with the following changes:

1. Amend Section 10.01 by deleting Columbus Day and converting Christmas Eve and New Year's Eve half-day holidays into full day holidays.
2. Employees shall be permitted to use earned vacation in increments of no less than one (1) hour, with prior Employer approval. (Presently no less that four (4) hours)
3. Remove obsolete health insurance language.
4. New language regarding the requirement of a Commercial Driver's License (C.D.L.).
5. Create a new Group VI consisting of the Leadman positions, to be paid 7¢ per hour higher than Group V.
6. Employees classified as mechanics shall receive an additional ten cents (10¢) per hour as a tool allowance.
7. Wages shall be increased by the following amounts:

Effective 1/1/94:	23¢
Effective 9/1/94:	24¢
Effective 1/1/95:	24¢
Effective 9/1/95:	25¢
8. Health Insurance Buyout Side Letter (see attached)
9. Implementation of a modified work week consisting of four (4) ten (10) hour days beginning the first full week following Memorial Day and ending the last full week preceding Labor Day for all employees in the bargaining unit with the exception of the office personnel and Mechanics at the Highway Commissioner's option. (on a trial basis)

NOW, THEREFORE, BE IT RESOLVED that the above changes be made in the current collective bargaining agreement between Iowa County and the Highway Department Union employees.

Respectfully submitted:





 IOWA COUNTY PERSONNEL COMMITTEE