

1 **78-72010**

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3 **RESOLUTION: Authority to Execute 2010-2012 Labor**
4 **Agreement with Winnebago County**
5 **Bridgetenders**
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8 **TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:**
9

10 **BE IT RESOLVED** by the Winnebago County Board of Supervisors that the Winnebago
11 County Executive and the Winnebago County Clerk be, and hereby are, authorized to execute a
12 3-year Agreement on behalf of Winnebago County and the Winnebago County Bridgetenders
13 Union Local 1280 Unit, AFSCME, AFL-CIO, for the years 2010, 2011, and 2012, effective
14 January 1, 2010, which Agreement will provide the following major changes from the previous
15 Agreement:
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17 **1. WAGES**

18 Effective April 1, 2010, a 1.5% across-the-board increase
19 Effective January 1, 2011, a 1.5% across-the-board increase
20 Effective January 1, 2012, a 0.5% across-the-board increase (with a me-too clause for
21 wages only should any bargaining unit in Winnebago County receive a greater wage
22 increase, excluding Park View Health Center)
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24 **2. ARTICLE XXII—GROUP HEALTH INSURANCE**

25 Effective for the October 1, 2010, premium, Winnebago County will contribute 85% of the
26 monthly premium amount of Plan 2 in either the Network Health Plan or the UMR Health
27 Insurance Plan toward each employee's monthly health insurance premium. If an employee
28 and spouse complete an annual Health-Risk Assessment on or before September 1 of each
29 year, Winnebago County will contribute 90% of the monthly premium amount of Plan 2 in
30 either the Network Health Plan Insurance Plan or the UMR Health Insurance Plan toward
31 the employee's monthly health insurance premium. Winnebago County agrees to maintain
32 the current benefit levels for the duration of the Agreement; but, reserves the right to change
33 the Group Health Plans as long as benefit levels are maintained.
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35 **3. ARTICLE XXXII—WINTER MAINTENANCE POOL**

36 The Union agrees to allow Winnebago County to create a "Winter Maintenance Pool." This
37 pool shall include, but not be limited to, bridgetenders who have been hired with CDL's after
38 January 1, 2009. Winnebago County shall be allowed to utilize workers from the Winter
39 Maintenance Pool to replace bargaining unit employees who are not available for work due
40 to vacation, holiday, compensatory time, illness, workers compensation claim, FMLA, and
41 any other paid or unpaid time off. Winnebago County will be allowed to provide training on
42 an annual basis for the "Winter Maintenance Pool" workers. The pay rate for Winter
43 Maintenance Pool workers shall be Step "A" of Classification 2 provided in the Labor
44 Agreement.
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46 Bridgetenders shall be called in by seniority. Employees can refuse the call in and not be
47 penalized for doing so. If no employee accepts the call-in, employees shall be ordered in by
48 inverse seniority.
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50 In addition to the foregoing, the new Agreement provides for modifications to
51 Management Rights and modifies the ability to use vacation days during the bridgetending
52 season (maximum of 3 days per season).

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Submitted by:

PERSONNEL AND FINANCE COMMITTEE

Committee Vote:

Vote Requirement for Passage:
Majority of Those Present

Fiscal Note:

	<u>2010</u>	<u>2011</u>	<u>2012</u>
Wages	\$ 3,690.00	\$ 3,744.00	\$ 3,801.00
Fringes	<u>674.00</u>	<u>749.00</u>	<u>894.00</u>
Total	\$ 4,364.00	\$ 4,493.00	\$ 4,695.00

Approved by the Winnebago County Executive this _____ day of
_____, 2010.

Mark L Harris
Winnebago County Executive