

# WASHINGTON COUNTY, WISCONSIN

Date of enactment: 10/28/08

Date of publication: 11/6/08

## VOTE

### 2008 RESOLUTION 40

#### 2007-2009 Highway Department Employees Labor Agreement

**WHEREAS**, Teamsters “General” Local Union No. 200 representing certain Highway Department employees and the Washington County Negotiating Committee for the period of July 1, 2007 to June 30, 2009, were able to reach agreement on various contract terms, but ultimately agreed to submit the matter to arbitration due to certain unresolved issues; and

**WHEREAS**, an arbitration decision was issued on August 3, 2008, which was reported to the Administrative Services Committee of the Washington County Board and will be reduced to a formal collective bargaining agreement; and

**WHEREAS**, the following issues summarize the major changes from the previous labor agreement:

1. A two (2) year agreement that will be in effect from July 1, 2007 through June 30, 2009.
2. Wages – Adjust the salary schedule in the contract to provide a 3% across the board increase effective July 1, 2007 and a 3% across the board increase effective July 1, 2008.
3. Amend the Health Insurance Plan as follows:
  - (A) The caps will be adjusted as necessary to continue an 85% employer contribution and 15% employee contribution to cover the monthly cost of the health insurance premium.
  - (B) The current \$250 single and \$750 family deductible will be retained.
  - (C) Co-insurance would be amended effective January 1, 2008 to the following: In network co-pay split of 90%/10% with an out of pocket maximum of \$500 for single coverage/\$1,500 for family coverage.
  - (D) Out of network co-pay split of 70%/30% with an out of pocket maximum of \$2,000 for single coverage/\$6,000 for family coverage.
  - (E) Add language to include the cost of an annual physical for the employee’s spouse.
  - (F) Add language to include the following: “The maximum benefits paid under the health insurance plan shall be \$1,000,000 in any one calendar year and \$2,000,000 for the lifetime of the insured person.”

- 1           4.       Amend vacation to provide for 3 weeks after 7 years and 4 weeks after 13 years.
- 2
- 3           5.       Provide language that would amend the Management Rights Clause to address
- 4               2006 Resolution 33 (Declared Emergency).
- 5
- 6           6.       Amend Life Insurance to provide for \$15,000 of term life insurance.
- 7
- 8           7.       Amend Safety Apparel and Equipment to provide for \$300 towards the cost of
- 9               safety shoes or prescription safety glasses.

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 11           **NOW, THEREFORE, BE IT RESOLVED** by the Washington County Board of  
 12 Supervisors that said labor agreement between Washington County and Teamsters “General”  
 13 Local Union No. 200, the terms of which are generally summarized herein and as more  
 14 specifically set forth in the Arbitrator’s Decision, is adopted, the original being on file in the  
 15 County Human Resources Department.

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 17 \_\_\_\_\_

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 19 VOTE REQUIREMENT FOR PASSAGE: Majority

20  
 21 RESOLUTION SUMMARY: Resolution adopting arbitration award resulting in 2007-2009  
 22 Highway Department Employees Labor Agreement.

23	24 APPROVED:	Introduced by members of the ADMINISTRATIVE
25	(signed by <b>Kimberly A. Nass</b> )	SERVICES COMMITTEE as filed with the
26	Kimberly A. Nass, County Attorney	County Clerk.
27	Dated <b>10/29/08</b>	(signed by <b>Roy C. Justman</b> )
28	Considered <b>10/28/08</b>	Roy C. Justman, Chairperson

29 Adopted **10/28/08**

30 Ayes **30** Noes **0** Absent **0**

31 Voice Vote \_\_\_\_\_

32 (This contract is retroactive to 7/1/07. The cost by year including fringe benefits is  
 33 approximately:

34  
 35 07/01/07 to 12/31/07 - \$32,500  
 36 01/01/08 to 12/31/08 - \$66,600)