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WASHINGTON COUNTY, WISCONSIN

Date of enactment: 7/20/10
Date of publication: 7/29/10

VOTE

2010 RESOLUTION 19

2010-2011 Washington County Paraprofessional Employees Labor Agreement

WHEREAS, Washington County Code provides for County Board approval as a prerequisite to a voluntary binding agreement between Washington County and any employee labor group; and

WHEREAS, a tentative labor agreement has been reached between the Teamsters “General” Local Union No. 200 representing certain Paraprofessional employees and the Washington County Negotiating Committee for the period of January 1, 2010 to December 31, 2011, a copy of the proposed agreement being on file and available for review in the County Human Resources Department; and

WHEREAS, said tentative agreement has been ratified by the members of the employee bargaining unit and has also been ratified by the Administrative Services Committee of the Washington County Board; 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 January 1, 2010 through December 31, 2011.
2. Wages – Maintain the salary plan in the contract to maintain 2009 pay levels, thus providing for no salary increases as of January 1, 2010. Adjust the salary schedule in the contract to provide a 1.0% across the board increase effective January 1, 2011 and another 1% across the board increase effective July 1, 2011.
3. Health Insurance -- Amend the language as follows:
 - (A) Adjust caps on 1/1/10 as necessary to continue the same employee contributions for single and family that were paid in 2009 to cover the monthly cost of the health insurance premium.
 - (B) Readjust caps on 12/31/10 to revert back to the current contribution levels which provides for a 15% employee contribution and 85% employer contribution.
4. Grievance procedure – Revise language to add the immediate supervisor as the first step in the grievance process.

1 5. Change all references to the labor organization from “Local 809 of the Labor
2 Association of Wisconsin, Inc.” to Teamsters “General” Local No. 200.

3
4 **NOW, THEREFORE, BE IT RESOLVED** by the Washington County Board of
5 Supervisors that said labor agreement between Washington County and the Teamsters “General”
6 Local Union No. 200 is hereby ratified, the original being on file in the County Human
7 Resources Department.
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11 VOTE REQUIREMENT FOR PASSAGE: Majority

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13 RESOLUTION SUMMARY: Resolution ratifying 2010-2011 labor agreement between
14 Washington County and the Teamsters “General” Local Union No. 200.
15

16 APPROVED:	Introduced by members of the ADMINISTRATIVE
17 (signed by Kimberly A. Nass)	SERVICES COMMITTEE as filed with the
18 Kimberly A. Nass, County Attorney	County Clerk.
19 Dated 7/21/10	(signed by Roy C. Justman)
	Roy C. Justman, Chairperson

20
21 Considered **7/20/10**

22 Adopted **7/20/10**

23 Ayes **26** Noes **3** Absent **1**

24 Voice Vote _____

25
26 (The labor agreement provides for a zero percent increase in wages for 2010. No increase is
27 included in the proposed 2010 budget. The increase in health insurance caps represents an 11%
28 increase in health insurance costs. For this union, the amount is approximately \$4,746 and is
29 included in the 2010 budget. The cost of the contract for 2011 will be approximately \$33,000.
30 These costs will be included in the 2011 budget.)