

1 **WASHINGTON COUNTY, WISCONSIN**

2  
3 Date of enactment: 2/8/11  
4 Date of publication: 2/11/11

5 **VOTE**

6 **2010 RESOLUTION 46**

7  
8 **2011-2012 Samaritan Health Center Employees Labor Agreement**

9  
10 **WHEREAS**, Washington County Code provides for County Board approval as a  
11 prerequisite to a voluntary binding agreement between Washington County and any employee  
12 labor group; and

13  
14 **WHEREAS**, a tentative labor agreement has been reached between SEIU Healthcare  
15 Local Union No. 150 representing certain Samaritan Health Center employees and the  
16 Washington County Negotiating Committee for the period of January 1, 2011 to December 31,  
17 2012, the original being on file and available for review with the Human Resources Department;  
18 and

19  
20 **WHEREAS**, said tentative agreement has been ratified by the members of the employee  
21 bargaining unit and has also been ratified by the Administrative Services Committee of the  
22 Washington County Board; and

23  
24 **WHEREAS**, the following issues summarize the major changes from the previous labor  
25 agreement:

- 26  
27 1. Duration – Revise dates to reflect a two (2) year agreement that will be in effect from  
28 January 1, 2011 through December 31, 2012.  
29  
30 2. Direct Deposit – Revise language to permit issuance of a physical paycheck when the  
31 County deems it necessary.  
32  
33 3. Wages – Maintain the salary plan in the contract to retain the 2010 pay levels, thus  
34 providing for no salary increases as of January 1, 2011 through December 31, 2011.  
35 Adjust the salary schedule in the contract to provide a 1.00% across the board  
36 increase effective January 1, 2012 through December 31, 2012.  
37  
38 4. Health Insurance – Adjust the caps as necessary to continue an employer contribution  
39 of not to exceed 85% and a 15% employee contribution to the health insurance  
40 premiums for 2011 and 2012. Adjust the benefit levels to reflect the current  
41 deductibles, co-pays and out-of-pocket maximums for the group health insurance  
42 plan.  
43  
44 5. WRS – Amend the WRS language to state that effective January 1, 2012, newly hired  
45 employees will pay 5.00% of their wages toward the employee’s share of the WRS  
46 contribution rate for the first 6 months of employment, 2.50% of their wages toward

1 the employee's share of the WRS contribution rate for the next 12 months of  
2 employment, and any employee share above 6.60% after 18 months of employment.

- 3  
4 6. Vacation – Amend the contract language to allow up to 2 weeks of vacation to be  
5 taken in single day increments, with the restriction that 5 days must be taken prior to  
6 July 1st and 5 days by December 1st.  
7  
8 7. Sick Leave – Increase the maximum sick leave accumulation from 576 to 600 hours.  
9  
10 8. Leaves of Absence -- Amend the contract language on Non-FMLA Medical and  
11 Administrative Leaves of more than thirty (30) calendar days to be submitted to the  
12 Human Resources Director for approval.  
13  
14 9. Memorandum of Understanding on Casual Nursing Assistant Position – Renew this  
15 Memorandum for another 2-year period. Reduce the wage rate for newly hired  
16 Casual Nursing Assistants from \$18.91 per hour to the following rates:

17  
18 Effective January 1, 2011

19 \$15.00 per hour – start rate

20 \$15.50 per hour – after 12 months

21 \$18.00/\$18.50 per hour for work on a holiday

22  
23 Effective January 1, 2012 (includes 1.00% wage increase)

24 \$15.15 per hour – start rate

25 \$15.65 per hour – after 12 months

26 \$18.18/\$18.69 per hour for work on a holiday

27  
28 Add language that requires all Casual Nursing Assistants to work on 4 mandated  
29 shifts per year, with management determining the days to be worked.  
30

31 **THEREFORE, BE IT RESOLVED** by the Washington County Board of  
32 Supervisors that said labor agreement between Washington County and SEIU Healthcare Local  
33 Union No. 150 is hereby ratified, the original being on file in the County Human Resources  
34 Department.  
35

36  
37 VOTE REQUIREMENT FOR PASSAGE: Majority

38 RESOLUTION SUMMARY: Approval of 2011-2012 Labor Agreement between Washington  
39 County and SEIU Healthcare Local 150 for certain Samaritan Health Center employees.

40 APPROVED: Introduced by members of the ADMINISTRATIVE

41 (signed by Kimberly A. Nass) SERVICES COMMITTEE as filed with the

42 Kimberly A. Nass, County Attorney County Clerk.

43 Dated 2/8/11 (signed by Roy C. Justman)

1 Considered **2/8/11** Roy C. Justman, Chairperson

2 Adopted **2/8/11**

3 Ayes **26** Noes **4** Absent **0**

4 Voice Vote\_\_\_\_\_

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6 (The first year of the contract provides for a zero increase in wages, therefore the calculation  
7 looks at 2012.

8

9 The cost of the second year of the contract is approximately \$17,500. The calculation does not  
10 include costs associated with Casual Certified Nursing Assistants as we do not know the hours  
11 they will work in 2012. It also does not include a cost savings for the employee portion of  
12 Wisconsin Retirement because that savings is associated with new hires after 1/1/12. We do not  
13 know the number of new hires after that date.)