



RESOLUTION # 3-4/08

ITEM #: 21/4

BOARD ACTION
Adopted: 4-15-08
For: 33
Against: -
Abs/Excd: 2
Vote Req: _____
Other Action: _____

EXECUTIVE COMMITTEE ACTION
Adopted: 4-9-08
For: 7
Against: -
Abs/Excd: 2

TO: HONORABLE MEMBERS OF THE LA CROSSE COUNTY BOARD OF SUPERVISORS

RE: APPROVAL OF—2008, 2009, 2010 HIGHWAY UNION CONTRACT


WHEREAS, La Crosse County and the Highway/AFSCME Union Local 227 have concluded collective bargaining negotiations for a successor union contract covering the period 2008-2010; and,


WHEREAS, the parties have been able to resolve all issues by voluntary settlement after Mediation;

NOW THEREFORE BE IT RESOLVED, that the tentative agreements of the County and the AFSCME Bargaining Unit, approved by the membership of Local 227 on March 19, 2008, a copy of which is hereto attached, be adopted by La Crosse County and ratified by this resolution as changes to the collective bargaining agreement.

BE IT FURTHER RESOLVED, that the Personnel and Finance Departments are authorized and directed to take such action as is necessary to put said working agreement into effect and carry out the intent of this resolution.

FISCAL NOTE: The estimated increase in cost of wage, fringe benefits and rollups for 2008 is \$179,331 a package cost of 4.7%, and for 2009 \$195,803 a package cost of 4.9%, and for 2010 \$198,076 a package cost of 4.7%. There are approximately 68 employees in this bargaining unit.

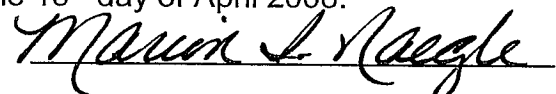
Date: 4-14-08

EXECUTIVE COMMITTEE CHAIR

Date: 4/9/08

RECORDING CLERK

Approved _____ Not Approved _____
C/A: SA 4-10-08
F/D: OL 4/10/08

Requested By: Steve O'Malley
Date Requested: April 2, 2008
Drafted By: Robert B. Taunt

Adopted by the La Crosse County Board This 15 Day of April, 2008.

STATE OF WISCONSIN
COUNTY OF LA CROSSE
I, Marion I. Naegle, County Clerk of La Crosse County do hereby certify that this document is a true and correct copy of the original resolution required by law to be in my custody and which the County Board of Supervisors of La Crosse County adopted at a meeting held on the 15th day of April 2008.

Marion I. Naegle, La Crosse County Clerk

**LA CROSSE COUNTY AND
LOCAL 227 HIGHWAY EMPLOYEES**

Settlement Offer

March 19, 2008

1. 3.04 Fair Share – send Fair Share check to Wis Council 40 in Madison. Add after the last sentence of the first paragraph the words: “A check for the Fair Share dues will be sent to Wis Council 40 at the address provided by the Union.”
2. 4.06 Seniority and Job Posting
 - a. Modify section 4.06 to read:
“4.06 In filling vacancies, making promotions, or where new jobs are created within the Unit, those employees with the most seniority shall be given preference, if qualified and available. Any such employee shall be given a trial period of ~~at least fifteen (15) working days~~, not to exceed ~~three (3) calendar months~~ thirty (30) working days. If at the end of the trial and training period, it is determined that any employee is not qualified to perform the work, they shall return to their old position and rate. If any employee wishes to request a return to a former position, such request must be made within the ~~first~~ thirty (30) days of the trial period.”
 - b. Delete the first paragraph of 17.06.2 which seems to be a repeat of 4.06. Keep the second paragraph.

Create new 4.09 Temporary Jobs effective 1-1-08
 - i. Temporary job positions, lasting 90 or more calendar days, **excluding signup for winter routes** will be posted and awarded to most senior qualified employee. The rate of pay will be determined at the time the award.
3. 9.06 Sick Leave for Health Insurance – increase payout from 50% to 65%
4. 17.06.4 – Modify the section to read:
“Utility Workers when assigned the responsibility and work of the regular Patrol Worker, shall receive the same rate as the Patrol Worker, which rate will apply to holidays if the assignment continues before and after the holiday.”
5. Section 5.02 – Housekeeping - eliminate obsolete date reference to 1998.
6. Section 9.06 – Sick Leave credit – eliminate obsolete date reference.
7. Section 11.06 – An employee who loses their CDL will be laid-off from work due to lack of required license. Those employees will be subject to call-back if there is non-CDL work available a determined by management, and if not, the employee will be on lay-off for a maximum of 18 months. Any employee who works half time or more, per month, shall be eligible for pro-rated benefits. The rate of pay for the on-call shall be as set forth in the collective bargaining agreement for the work performed. If more than one employee loses their CDL, call-back work will be granted on the basis of seniority and the remaining employees will be on lay-off. Subsequent lay-off of a more senior employee shall not supersede a previous recall. Recall of employees during the 18 month period shall be per contract recall rights. After 18 months on lay-off, the employee’s employment shall be terminated.

8. Article 13 Insurance –

13.02 Effective the January 2008 premium for February 2008 coverage, the County will contribute up to the total amount set forth below as "Employer Share" to the monthly premium of the County's self funded employee health and dental plans. Eligible employees will bear the cost in excess of the County's contribution for the option selected:

A. Family	Employer share	Employee share
1. Franciscan/Skemp Deductible PPO	\$1,493.20	\$ 165.92
2. Gundersen/Lutheran Deductible PPO	\$1,493.20	\$ 165.92
3. Dental Plan	\$ 69.77	\$ 20.80
B. Single		
2. Franciscan/Skemp Deductible PPO	\$ 610.25	\$ 67.81
3. Gundersen/Lutheran Deductible PPO	\$ 610.25	\$ 67.81
4. Dental Plan	\$ 25.65	\$ 7.22

Effective with the January premium in the second year of the contract for February coverage in the second year, the County's contribution to total health premium shall be a dollar amount equivalent to 90% of the second year premium. Group dental rates shall reflect the same percentage of contribution as in the first year of the contract applied to the second contract year premium.

Effective with the January premium in the third year of the contract for February coverage in the third year, the County's contribution to total health premium shall be a dollar amount equivalent to 90% of the third year premium. Group dental rates shall reflect the same percentage of contribution as in the first year of the contract applied to the third contract year premium.

The Health plans will require a \$100 per person deductible with \$300.00 family maximum. The Health plans will require a 90/10 co-insurance in network and 70/30 co-insurance out of network. Maximum out of pocket expense, in network, will be \$350.00 for Single coverage and \$1,050.00 for Family coverage and out of network will be \$850.00 for Single coverage and \$2550.00 for Family coverage.

All employees participating in the group health plan shall comply with those cost containment features set forth in the County employee health benefits plan. Maintenance Drug Co-Pay will be \$20 for a 100-day supply, but must be filled by mail order. Ordering a 90-day supply through a pharmacy will require a \$30 Co-Pay. Effective 1/1/09, a three tier formulary drug plan will be effective. The current \$10 co-pay for Generic remain and there will be a \$25 co-pay for formulary brand drugs and \$45 for non-formulary drugs. Mail order will be two co-pays for 90 day supply.

There shall be two (2) options for employees to choose their level of participation in the health plan.

- 13.02.1 Franciscan/Skemp Deductible PPO – managed care
- 13.02.2 Gundersen/Lutheran Deductible PPO – managed care

Annually in the month of November, employees shall have the option to transfer between the plans. This is not an open enrollment but an opportunity to switch to a different health plan option for the next year. The coverage option selected would be effective February 1 of the following year.

For negotiation purposes, if there is no contract settlement before the end of the last year of the contract the shares of the health insurance premium will remain status quo at 90%/10% split of the most current health premium until there is a contract settlement or award.

In year 2009, the County may offer members of this unit additional choices for insurance.

9. Article 18 Duration – modify dates to reflect a three year agreement from January 1, 2008 – December 31, 2010.

10. Article 17.05 – Classifications and Pay Grades

For those employees on payroll as of the date of ratification or award (including employees who retire between January 1, 2008 and the date of ratification or award):

Effective January 1, 2008:	2% ATB		
Effective January 1, 2009	2% ATB	and Effective July 1, 2009	1% ATB
Effective January 1, 2010	2% ATB	and Effective July 1, 2010	1% ATB