

September 26, 2005

RACINE COUNTY
And
BELLE CITY LODGE NO. 437, DISTRICT 10
INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS
HUMAN SERVICES EMPLOYEES UNIT
Tentative Agreement
For a 2005-06 Contract

Article

AGREEMENT Change "2002" to "2005" and "2004" to "2006"

5.02 In matters involving lay offs or recalls of regular full time employees, seniority, skill, and ability within an organizational unit will be given consideration, but wherever practical, the last person hired shall be the first employee laid off. Organizational units shall be defined as follows:

- Unit #1 Social Workers/Case Managers
- Unit #2 Economic Support Specialists
- Unit #3 Financial Employment Planners
- Unit #4 Service Coordinators
- Unit #5 Clerks
- Unit #6 Detention Workers

This provision will be applied in the following manner:

1. Within an organizational unit, an individual in a position being eliminated will be reassigned to the position held by the least senior employee in the same classification.
2. That least senior person will then have the right to be placed in the position of the least senior person in the next lower classification, if he/she can perform the work.
3. When an individual is placed in a lower classification as a result of the application of this policy, that individual's salary will be reduced to a step in the lower range which is equal to or the nearest step lower than their current salary.
4. This procedure for reassignment will apply only within organizational units as defined in Section 5.02 of the contract.

5.03 Delete this section and re-number subsequent sections.

~~Limited term employees hired to work under a special grant or program will be laid off in accordance with the policies or funding set forth by the specially funded~~

~~programs. No employee in this group shall be hired into or remain working in any position when a regular employee is on lay off from the same or equivalent job (the same maximum salary) within the same organizational unit (this also applies to individuals on work relief). Employees in this limited term group are also required to meet the same standards as are required of regular employees who are hired into a position. An employee in this group who is successful in obtaining a regular County position while still employed will retain his/her initial starting date of employment as the date of hire.~~

- 6.01 An employee shall be probationary for the first one hundred thirty five (135) calendar days of employment. For Economic Support Specialists, Financial Employment Planners, Detention Workers and Social Workers/Case Managers assigned to take children into custody, the probationary period shall be one hundred eighty (180) calendar days. Probation shall end upon completion of all mandatory training but shall not be less than one hundred thirty five (135) calendar days, or longer than one hundred eighty (180) days.
- 7.02 Nothing in this Article is intended to limit Management's right to reassign employees duties within their classification. In making an assignment, Management will recognize seniority, skill and ability. Management will notify the Union in advance of any employee being reassigned and will meet with Union representative(s) to discuss the transfer and other issues that may be raised.
- 13.05 In the event employees are assigned to a work shift that is scheduled to begin on or after ~~3:30~~ 3:00 p.m., such employees will receive an additional amount of twenty cents (\$.20) per hour for 1991 and twenty five cents (\$.25) for 1992 for such assigned working shift hours. If a more senior employee within a classification does not wish to apply to work such an evening shift, assignment to such a shift will be made on the basis of the least senior employee(s) within the classification. Employees assigned to the classification of Detention Worker and eligible for the shift premium will receive a shift premium of ~~forty cents (\$.40)~~ fifty cents (\$.50) per hour.
- 13.06 Employees in the Clerk II/I, Clerk III, Service Coordinator II, Financial Employment Planner and Economic Support Specialist classifications who fill higher level positions due to absences, vacations or vacant positions will be paid at the level of the higher classification. The higher pay will commence after the employee has completed eighty (80) consecutive hours in the higher position but will be paid from the first hour when Management knows in advance that the assignment will extend beyond eighty (80) hours. The pay increase will be calculated as specified in Article 20.03 of this contract.
- 17.02 New section:

Verbal, corrective training, and written disciplinary notices will be removed from an employee's file after one (1) year from the date of the discipline, if there is no additional discipline for a similar violation.
- 18.03 At no cost to the employee, the County will provide a group life insurance and AD&D

policy equal to one times an employee's annual salary rounded to the nearest ~~Five Hundred (\$500)~~ One Thousand (\$1000) for each full time employee or for those employees who are so eligible under the provisions of Paragraph 18.02 above. This amount will be adjusted as of January 1 of each year. The minimum amount will be Fifteen Thousand (\$15,000) Life and Fifteen Thousand (\$15,000) AD&D.

To be eligible for this benefit, the employee must complete and return proper enrollment forms within thirty (30) days of their start date. Employees failing to enroll within this thirty (30) day period can only subsequently enroll during the County's annual open enrollment period and subject to the conditions of the life insurance plan.

18.04 Health Insurance

1. Effective January 1, 1996, employees will contribute ten (10%) percent of the single or family premium for the coverage selected by the employee. Effective January 1, 2006 employees will contribute fifteen (15) percent of the single or family premium for the coverage selected by the employee. The payment will be made through payroll deduction from the first two (2) paychecks of each month.

21.01 Add the following to the end of this section:

Social Workers/Case Managers Reclassification:

1. Social Worker/Case Manager reclassification requests may be submitted at any time during the calendar year.
2. The effective date of the reclassification will be the first of the month following the receipt and approval of the request by the Human Resources Department.
3. Only one increase (either step or reclassification) will be allowed in any one calendar month.
4. Those Social Workers/Case Managers who were reclassified will not be eligible for a step increase until one (1) year from the reclassification date.

23.02 Effective January 1, 1989, any employee retiring under the Wisconsin Retirement Plan shall be entitled to be continued under the County's group health insurance plan by paying a percentage of the premium based on years of service. Any employee who exercises his/her right to continue under said group policy as stated in this provision, shall be required to pay his/her share of the cost of such insurance coverage to the County Treasurer at least thirty (30) days prior to the date of the insurance premium. Such retired employees are also required to purchase the Medicare Part B plan for themselves and their spouse, when the employee and/or spouse is age sixty-five (65). The following premium requirements apply to all current and future retirees.

Over 25 years of service	5%
20, 21, 22, 23, 24 years of service	10%
15, 16, 17, 18, 19 years of service	20%
10, 11, 12, 13, 14 years of service	25%
5, 6, 7, 8, 9 years of service	40%
1, 2, 3, 4 years of service	50%

The above contribution rates do not apply to employees on long term disability, who will be required to contribute 10% until normal retirement age, regardless of length of service. Employees who begin receiving a long term disability benefit on, or after, January 1, 2006, will be required to contribute 15% until normal retirement age, regardless of length of service.

Effective with the ratification of the 2005-06 contract any employee retiring under the Wisconsin Retirement Plan shall be entitled to be continued under the County's group health insurance plan by paying a percentage of the premium based on years of service. The following premium requirements apply to all employees retiring on or after the ratification of the 2005-06 contract. The other provisions specified above continue to apply.

<u>25 years & over of service</u>	<u>5%</u>
<u>20, 21, 22, 23, 24 years of service</u>	<u>10%</u>
<u>15, 16, 17, 18, 19 years of service</u>	<u>20%</u>
<u>10, 11, 12, 13, 14 years of service</u>	<u>25%</u>

After the ratification of the 2005-06 contract, employees retiring with less than 10 years of service will not be eligible for County retirement insurance.

Effective January 1, 2015 any employee retiring under the Wisconsin Retirement Plan shall be entitled to be continued under the County's group health insurance plan by paying a percentage of the premium based on years of service. The following premium requirements apply to all employees retiring on or after January 1, 2015. The other provisions specified above continue to apply.

<u>25 years & over of service</u>	<u>5%</u>
<u>20, 21, 22, 23, 24 years of service</u>	<u>10%</u>
<u>15, 16, 17, 18, 19 years of service</u>	<u>20%</u>

After January 1, 2015, employees retiring with less than 15 years of service will not be eligible for County retirement insurance.

30.01 Change "2002" to "2005" and "2004" to "2006"

SCHEDULE A Increase the January 1, 2004 wages as follows:

January 1, 2005	2.0% with a minimum increase of \$0.40 per hour.
January 1, 2006	1.0% with a minimum increase of \$0.21 per hour.
July 1, 2006	1.0% with a minimum increase of \$0.21 per hour.

Delete LETTER OF UNDERSTANDING Ref. 5.02 and LETTER OF UNDERSTANDING Ref 21.01