

RESOLUTION NO. 2010-18

**RESOLUTION BY THE FINANCE AND HUMAN RESOURCES COMMITTEE
ESTABLISHING TERMS AND CONDITIONS OF EMPLOYMENT BETWEEN RACINE
COUNTY AND RACINE COUNTY FEDERATION OF NURSES, LOCAL 5039, AFT,
AFL-CIO FOR THE PERIOD OF JANUARY 1, 2010 THROUGH DECEMBER 31, 2010**

To the Honorable Members of the Racine County Board of Supervisors:

BE IT RESOLVED by the Racine County Board of Supervisors that the extension of the existing Collective Bargaining Agreement between Racine County and Racine County Federation of Nurses, Local 5039, AFT, AFL-CIO as amended and as set forth in the Summary that is attached hereto as Exhibit "A" and incorporated herein, is authorized and approved for the period of January 1, 2010 through December 31, 2010. A copy of the full Collective Bargaining Agreement between the parties is on file with the County Clerk.

BE IT FURTHER RESOLVED by the Racine County Board of Supervisors that any two of the County Executive, the County Clerk and/or the County Board Chairman are authorized to execute any contracts, agreements or other documents necessary to carry out the intent of this resolution.

Respectfully submitted,

1st Reading _____

**FINANCE AND HUMAN RESOURCES
COMMITTEE**

2nd Reading _____

BOARD ACTION

Robert N. Miller, Chairman

Adopted _____

For _____

Against _____

Absent _____

Mark M. Gleason, Vice-Chairman

VOTE REQUIRED: 2/3's M.E.

Thomas Pringle, Secretary

Prepared by:
Corporation Counsel

Joseph F. Bellante, Jr.

Q. A. Shakoor, II

Van H. Wanggaard

John A. Wisch

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5 **The foregoing legislation adopted by the County Board of Supervisors of
6 Racine County, Wisconsin, is hereby:**

7 **Approved:** _____

8 **Vetoed:** _____

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10 **Date:** _____,

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14 **William L. McReynolds, County Executive**

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INFORMATION ONLY

WHEREAS, Racine County and Racine County Federation of Nurses, Local 5039, AFT, AFL-CIO have been negotiating to reach a collective bargaining agreement for the parties; and

WHEREAS, the parties have reached a tentative agreement for 2010.

RESOLUTION NO: 2009-18

April 28, 2010

Tentative Agreement
Between
RACINE COUNTY
And

Racine County Federation of Nurses, Local 5039, AFT, AFL-CIO
For a 2010 Contract

Article

Agreement

This Agreement is made and entered into, by and between Racine County (hereinafter referred to as the County) and the Racine County Federation of Nurses, Local 5039, AFT, AFL-CIO (hereinafter referred to as the Union) for and on behalf of themselves and the employees in the bargaining unit hereinafter described; such Agreement to commence on January 1, ~~2009~~ 2010 and shall be in effect through December 31, ~~2009~~ 2010.

12.15 Revise as follows:

A vacation week shall start at the beginning of the calendar week (12:01 a.m., Sunday) and shall continue until midnight the following Saturday. ~~All vacations shall be taken in increments of one (1) week except that~~ At least one week of a Nurse's vacation must be taken as a one week increment and the rest may be scheduled in increments of less than one week, if requested, and if it is agreeable to the Administrator. Nurses hired in the preceding calendar year, who are not entitled to a full week of vacation, such days shall be scheduled consecutively for these Nurses. ~~Nurses with more than two (2) weeks vacation eligibility may take the remainder of their vacation in increments of less than one week, if requested, and if it is agreeable to the Administrator.~~

Schedule "A" – A.02

Adjust wages as follows:

January 1, 2010 1.5%

Revise the following paragraph:

The **CHARGE NURSE RATE** will be \$0.75 per hour (**\$130 per month**) greater than the RN rate. Effective with the ratification of the 2010 contract by both parties, the Charge Nurse Rate will increase to \$1.25 per hour.

Revise the following paragraph:

**The Team Leader rate will be \$2.00 per hour greater than the RN rate. Team leaders will be assigned only on the day shift and there will be only one team leader per unit. This additional compensation will apply only to the designated regular full time RN and his/her regular part time replacement. This rate will not apply to any on-call or float RN. In circumstances where there is no designated team leader on a unit and a regular full time or part time RN is filling in, that RN may be designated as the team leader and paid the additional compensation. Effective January 1, 2007, a Team Leader position will be assigned to second shift on 1 East. Effective January 1, 2011, when a Team Leader is off, the nurse assuming the Team Leader duties for the shift shall be paid the additional Team Leader compensation.

MEMORANDUM OF UNDERSTANDING

The parties agree that the position of MDS Coordinator will be covered under this collective bargaining agreement and future agreements between Racine County and the Racine County Federation of Nurses, Local 5039, AFT, AFL-CIO. The two individuals in these positions as of April 27, 2010 will retain their wage rate of \$31.21 per hour and receive an increase of 1.5% effective July 1, 2010. After July 1, 2010, the wage rate for these two employees will be modified at the same increase rate as applied to the Nurse wage schedule contained in Article A.02 of this agreement. In the future, any Nurse hired into a position performing these duties will be placed in the Nurse wage schedule specified in Article A.02. The two individuals in these positions as of April 27, 2010 will retain the Monday through Friday schedule which they currently work.

MAY-25-10

Fiscal Note Resolution No: 2010-18
Changes in Annualized Wage Rates

RN's 21.8* FTE
Membership 31.0

	2009		2010		Increase in Rate	
					Year 1	2010
	Amount	Percent	Amount	Percent	Amount	Percent
Salaries						
General	1,233,378		1,251,865		18,487	1.50%
Step	0		20,411		20,411	1.65%
Shift Premium **	2,814		4,690		1,876	66.67%
Longevity	2,059		2,059		0	0.00%
Total Wages	1,238,251		1,279,026		40,775	3.29%
Fringes						
	2009	2010				
Retirement	11.90%	12.60%	147,352		13,805	9.37%
FICA	7.65%	7.65%	94,726		3,119	3.29%
Workers Comp	3.00%	3.00%	37,148		1,223	3.29%
Life	0.52%	0.52%	6,439		212	3.29%
Disability	0.49%	0.49%	6,067		200	3.29%
Health Insurance	12,382	12,237	379,347		(4,495)	-1.17%
Total Fringes			675,574		14,065	2.08%
Total Wages & Fringes			1,913,825		54,839	2.87%

Note: This analysis measures annual wage rates at points in time. Because employees receive step increases on their anniversary date, the budget impact will be less.

* 2 FTE MDS Coordinators previously non-rep will now be covered under Local 5039 retaining current wage rates.

** Charge Nurse premium increases from \$.75/hr to \$1.25/hr upon ratification by both parties