

A RESOLUTION APPROVING THE TENTATIVE AGREEMENT WITH AFSCME LOCAL 3052, SUPERVISORS, AND WASHTENAW COUNTY FOR THE FIVE YEAR PERIOD JANUARY 1, 1998 THROUGH DECEMBER 31, 2002.

WASHTENAW COUNTY BOARD OF COMMISSIONERS

February 4, 1998

WHEREAS, in February, 1997, Administration and Human Resources / Labor Relations brought to the Board of Commissioners a Labor Relations Strategy and Five (5) year projections; and

WHEREAS, the Washtenaw County Board of Commissioners provided Administration and Human Resources / Labor Relations their approval of this strategy at that time; and

WHEREAS, the collective bargaining agreement with the AFSCME Local 3052, Supervisors, expired December 31, 1997; and

WHEREAS, a tentative agreement has been agreed to by both parties; and

WHEREAS, this matter has been reviewed by the Corporation Counsel, Human Resources, Finance, the County Administrator's Office and the Ways & Means Committee

NOW THEREFORE BE IT RESOLVED that the Washtenaw County Board of Commissioners hereby approves the tentative agreement with the AFSCME Local 3052, Supervisors, and Washtenaw County for the period January 1, 1998 through December 31, 2002 as attached hereto and made a part hereof.

TENTATIVE AGREEMENT

Washtenaw County

&

AFSCME Local 3052, Supervisors

AGREEMENT

Five (5) year contract.

WAGES

1/1/1998 0%

1/1/1999 2%

1/1/2000 2%

1/1/2001 2%

1/1/2002 2%

RECLASSIFICATION

A committee for reclassification of occupied positions in AFSCME Local 3052 will be established by way of a Letter of Understanding.

UNIT CLARIFICATION

The Service Coordinator and Program Supervisor classifications will be reviewed within a six (6) month period. If agreement cannot be reached on these classifications we will seek unit clarification through MERC.

PROMOTIONAL COMPENSATION

Upon receipt of a promotion within the bargaining unit, the employee will receive at least a 9% raise by placement in the appropriate step of the new position, as long as the 9% does not exceed the top step of the new pay grade.

RETIREMENT ENHANCEMENTS -- Effective 1/1/98

Money Purchase Pension Plan (MPPP)

- Increase employer and employee contributions to 7.5%
- Improve Health Care to equivalent of WCERS (age 60)
- Allow movement back into WCERS for those employees who left the plan and invested in the MPPP through 12/31/98

Washtenaw County Employees Retirement System (WCERS)

- Implement the Rule of 75 (minimum age 50)

COMBINED TIME OFF

A committee shall be established outside of negotiations to study the use of combined time off. A representative from the AFSCME Local 3052, Supervisors, shall be included in this committee. The findings of the committee shall be subject to future negotiations outside of the current collective bargaining agreement.

COMPENSATORY TIME (Article 30 - new language)

All employees covered under this contract shall be compensated with compensatory time (non-cash) on a straight-time basis for hours worked in excess of 37.5 hours in a work week. Time earned and taken (flexed) within a pay period shall not be subject to the 37.5 hour requirement. Employees shall be allowed to accumulate a compensatory time bank of no more than eight (8) days. Time accumulated, up to the eight (8) day cap, shall be carried over from one (1) calendar year to the next.

PUBLIC / COMMUNITY SERVICE TIME

All employee covered under this contract shall be allowed to take four (4) hours off each calendar year during work hours to be used for public / community service. Employees utilizing this benefit shall provide documentation of the public / community service.

"ME TOO" PROVISION

If AFSCME Local 2733 negotiates higher across-the-board wage increases and/or benefit enhancements for 1998-2001, including the exchange of holidays, the AFSCME Local 3052,

Supervisors, would be awarded the higher increases.



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