

A RESOLUTION APPROVING THE AGREEMENT WITH THE MICHIGAN NURSES ASSOCIATION – UNIT II AND WASHTENAW COUNTY FOR THE FOUR YEAR PERIOD JANUARY 1, 2002 THROUGH DECEMBER 31, 2005.

WASHTENAW COUNTY BOARD OF COMMISSIONERS

April 3, 2002

WHEREAS, in February, 2002, Administration and Labor Relations presented to the Board of Commissioners an Overview of Labor Relations within Washtenaw County, specifically the statutory framework under which we operate, a review of the Washtenaw County bargaining units, mandatory subjects of bargaining (both economic and non-economic provisions), financial information and vision / guiding principles for negotiations; and

WHEREAS, the Washtenaw County Board of Commissioners provided their approval of continued negotiations with the Michigan Nurses Association – Unit II in accordance with communicated guidelines; and

WHEREAS, the collective bargaining agreement with the Michigan Nurses Association – Unit II, expired December 31, 2001; and

WHEREAS, the bargaining unit consists of Nursing Supervisors, currently representing three (3) employees; and

WHEREAS, an agreement has been ratified by the Union; and

NOW THEREFORE BE IT RESOLVED that the Washtenaw County Board of Commissioners hereby approves the agreement with the Michigan Nurses Association – Unit II and Washtenaw County for the period January 1, 2002 through December 31, 2005 as attached hereto and made a part hereof

TENTATIVE AGREEMENT
Washtenaw County & Michigan Nurses Association

DURATION

A four-year contract from January 1, 2002, through December 31, 2005.

WAGES

1/1/2002	3% (effective first pay period of 1/1/2002)
1/1/2003	3% (effective first pay period of 1/1/2003)
1/1/2004	3% (effective first pay period of 1/1/2004)
1/1/2005	3% (effective first pay period of 1/1/2005)

RECLASSIFICATIONS – Effective 1/1/2002

Nurse Supervisor – Grade 78
Nurse Supervisor / Practitioner – Grade 80

ADVANCE PRACTICE CERTIFICATION

Provide 1% increase in salary for professional certification rate

HEALTH CARE – Prescription Drugs – Effective 1/1/2003

Increase prescription drug co-pay to \$10 for generic and \$20 for brand names

NON-ECONOMIC LANGUAGE MODIFICATIONS – 12/3/01 Language

- Grievance Procedure, Strikes, Stoppages and Lockouts – Article 3, Section 2, B
- Grievance Procedure, Strikes, Stoppages and Lockouts – Article 3, D – Third Stage Appeal
- Representation – Article 5
- Leaves of Absence Without Pay – Section 3 (Personal Leave Days)
- Personal Leave Days
- Tuition Reimbursement – Article 12, Section 2
- Compensatory Time – include language that compensatory time may be carried over to the next year with a cap of 75 hours
- Mileage
- Communicable Disease After Hours – On-Call Pilot Program