

1 376-22010

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4 **RESOLUTION:** Authority to Execute 2010-2012 Labor Agreement
5 with the Park View Rehabilitation Pavilion and
6 Pleasant Acres Employees' Union, Local 1280,
7 AFSCME, AFL-CIO
8

9 **TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:**
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11 **BE IT RESOLVED**, by the Winnebago County Board of Supervisors, that the
12 County Executive and the County Clerk be, and they hereby are, authorized to execute a
13 three-year Agreement on behalf of Winnebago County and the Park View Rehabilitation
14 Pavilion and Pleasant Acres Employees' Union, Local 1280, AFSCME, AFL-CIO, for the
15 years 2010, 2011 and 2012, effective January 1, 2010, which Agreement will provide the
16 following major changes from the previous Agreement:
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18 1) **WAGES**

19 Effective January 1, 2011, a 1.00% across-the-board increase
20 Effective January 1, 2012, a 1.00% across-the-board increase
21 Effective October 1, 2012, a .5% across-the-board increase
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24 2) **ARTICLE XXI – GROUP HEALTH PROGRAM**
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26 Effective for the October 1, 2010 premium the County will contribute 85% of
27 the monthly premium amount of Plan 2 in either the Network Health Plan
28 Insurance Plan or the UMR Health Insurance Plan toward each employee's
29 monthly health insurance premium. If an employee and their spouse
30 complete an annual Health-Risk assessment on or before September 1 of
31 each year, the County will contribute 90% of the monthly premium amount of
32 Plan 2 in either the Network Health Plan Insurance Plan or the UMR Health
33 Insurance Plan toward each employee's monthly health insurance premium.
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36 3) **ARTICLE XIX LEAVE OF ABSENCE**

37 Currently employees are required to use their sick leave and vacation prior
38 to starting an unpaid leave of absence (FMLA or otherwise), but not their
39 floating holidays. This is unique to the Park View bargaining unit. Effective
40 3/1/2010 Employees who are off work on any unpaid leave must use floating
41 holidays as indicated below:

42 Employees returning to work on or before June 30 will be allowed to
43 not exhaust 2 floating holidays, if they desire.

1 Employees returning to work on or before September 30 will be
2 allowed to not exhaust 1 floating holiday, if they desire.
3 Employees returning to work after September 30 must exhaust all
4 floating holiday pay.
5 This shall be pro-rated for part-time employees.
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8 In addition to the foregoing, the new agreement provides for modifications to the
9 Preamble, Attendance Policy, Sick Leave, and renews a long-standing Side Letter of
10 Understanding regarding sale/transfer of operations of the facility.
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12 Submitted by,

13 **PERSONNEL & FINANCE COMMITTEE**
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20 Committee Vote: _____
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22 Vote Requirement for Passage: **Majority of those present**
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24

25 **FISCAL NOTE:**

| | <u>2010</u> | <u>2011</u> | <u>2012</u> |
|--|--------------------|--------------------|--------------------|
| 26 Estimated Wages (atb plus steps)..... | \$ 24,981 | \$ 82,321 | \$ 93,537 |
| 27 Estimated Fringe Benefits..... | <u>0</u> | <u>40,337</u> | <u>46,769</u> |
| 28 Total..... | \$ 24,981 | \$122,658 | \$ 140,306 |

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31 **This agreement represents the mutual efforts of the Union and the Employer to**
32 **work together to preserve the viability of the Park View Health Care Center in the**
33 **face of difficult economic times.**
34

35 Approved by the Winnebago County Executive this _____ day of _____, 2010.
36
37

38 _____
39 Mark L. Harris